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MARINE CORPS OFFICER ATTITUDES TOWARD THE REPEAL OF "DON'T ASK, DON'T TELL"

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NAVAL POSTGRADUATE SCHOOL

MONTEREY, CALIFORNIA

THESIS

**MARINE CORPS OFFICER ATTITUDES TOWARD THE
REPEAL OF “DON’T ASK, DON’T TELL”**

by

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James D. Paffenroth

March 2013

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ABSTRACT

“Don’t Ask, Don’t Tell” (DADT) prohibited gays from serving openly in the military from December 1993 to September 2011. The present study, conducted over one year after DADT’s repeal, utilized a survey of attitudes toward DADT that was previously administered to Marine Corps officers at the Naval Postgraduate School (NPS) in 1999, 2004, and 2010. This survey, re-administered to NPS Marine officers in November 2012, addressed the following areas: policy, cohesion, leadership, tolerance, unit effectiveness, and military readiness. A comparison of results from the four surveys shows a clear trend of increasing acceptance toward homosexuals in the military. Levels of acceptance tended to vary by Military Occupational Specialty and length of service. Additionally, many Marine officers continued to express concern about habitability and personal comfort. These and other issues were further explored with Marine officers in three focus-group sessions. Overall, study results indicated strong agreement that the current policy protects the rights of all Marines, regardless of sexual orientation. Finally, Marine officers expressed confidence that the training they received adequately prepared them to execute the repeal of DADT. The thesis includes appendices with survey trend data from 1999 to 2012 and response frequencies from a concurrent survey of Navy officers.

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TABLE OF CONTENTS

I. INTRODUCTION.....	1
A. BACKGROUND	1
1. Early History.....	1
2. 1950s – 1970s.....	2
3. 1980 – 1992.....	3
4. Don't Ask Don't Tell Policy: 1993 – 2010	4
5. The Defense of Marriage Act	6
6. The Repeal of DADT	6
B. PURPOSE.....	7
1. Expectations	8
a. <i>Increasing Levels of Acceptance</i>	8
b. <i>Effects on Readiness</i>	8
c. <i>Habitability Issues</i>	8
d. <i>Professionalism</i>	9
e. <i>Morale</i>	9
f. <i>Effective DADT Training Prior to the Repeal</i>	9
g. <i>Other Factors</i>	9
C. THESIS ORGANIZATION.....	10
II. LITERATURE REVIEW.....	11
A. EARLY RESEARCH: RAND AND NPS.....	12
1. RAND: “Sexual Orientation and U.S. Military Policy – Opinions and Assessment” – 1993	12
2. NPS Thesis Research: 1994 – 2011	14
a. <i>Background and History</i>	14
b. <i>Common Trends and Themes</i>	15
B. RECENT RESEARCH.....	17
1. RAND: “Sexual Orientation and U.S. Military Policy” – 2010 (Update to 1993 Study)	17
2. DoD: “Report of the Comprehensive Review of the Issues Associated with a Repeal of ‘Don’t Ask, Don’t Tell’”	20
3. Palm Center: “One Year Out – An Assessment of DADT Repeal’s Impact on Military Readiness”	24
a. <i>Unit Cohesion</i>	25
b. <i>Recruitment and Retention</i>	25
c. <i>Assaults and Harassment</i>	26
d. <i>Morale</i>	27
C. “CONTACT HYPOTHESIS”	29
1. “Casual Contact”	30
2. “Residential Contact”	30
3. “Occupational Contact”	31
D. THE NPS STUDY CONTINUES.....	32

III. METHODOLOGY	35
A. SURVEY	35
1. Design	35
2. Administration	36
3. Open-ended comments	39
B. FOCUS GROUPS	39
1. Design/Organization/Content	39
2. Administration	40
3. Transcription	40
C. DEMOGRAPHICS	41
1. Sample size vs. Marine officer population at NPS	41
a. Gender	41
b. Rank	42
c. Military Occupational Specialty (MOS)	42
d. Years of Service (YoS)	43
e. Race/Ethnicity	44
f. Conclusion	45
IV. RESULTS	47
A. OVERVIEW	47
B. DIFFERENCES BETWEEN US MARINE CORPS OFFICERS AND SOCIETY (1999–2012)	48
1. Homosexual Service in the Armed Services: Marine Officers vs. Society Opinions (2004–2012)	48
2. Moral Acceptability of Homosexuals: Marine Officers vs. Society Opinions (2001–2012)	50
3. Same-Sex Marriage: Marine Officers vs. Society Opinions (1996–2012)	53
4. Same-Sex Marriage and Benefits: Marine Officers vs. Society Opinions (2000–2012)	56
5. Origins of Homosexuality (Genetics vs. Environment): Marine Officers vs. Society Opinions (1977–2012)	58
C. TREND ANALYSIS: MARINE OFFICERS' ATTITUDES OVER A FOURTEEN-YEAR PERIOD	61
1. Overview	61
2. Policy	61
3. Unit Cohesion	67
4. Leadership	70
5. Tolerance	72
6. Unit Effectiveness	75
7. Military Readiness	80
D. ANALYSIS BY DEMOGRAPHIC GROUP	83
1. Years of Service (YoS)	84
2. Military Occupational Specialty (MOS)	89
E. FOCUS GROUP ANALYSIS	95
1. Day 1 (November 26, 2012)	95

2.	Day 2 (November, 27, 2012)	96
3.	Day 3 (November 28, 2012)	97
4.	Summary	98
V.	SUMMARY, CONCLUSIONS AND RECOMMENDATIONS	99
A.	SUMMARY	99
1.	Previous Studies and Projects	100
2.	Methodology Overview	101
3.	Results Overview	102
B.	CONCLUSIONS	103
C.	RECOMMENDATIONS	108
1.	Expand Research and Sample Size	108
2.	Explore Attitudes Specific to Each MOS	109
3.	Expand Focus Group Research	109
	APPENDIX A. MARINE OFFICERS SURVEY RESPONSE FREQUENCIES	111
	APPENDIX B. SURVEY RESPONSE FREQUENCIES: NAVY AND USMC	123
	APPENDIX C. 2012 MARINE OFFICER SURVEY	143
	APPENDIX D. INITIAL SURVEY DISTRIBUTION EMAIL	157
	APPENDIX E. SURVEY REMINDER EMAIL	159
	APPENDIX F. FINAL SURVEY REMINDER EMAIL	161
	APPENDIX G. INITIAL FOCUS GROUP DISTRIBUTION EMAIL	163
	APPENDIX H. CONSENT TO PARTICIPATE IN RESEARCH	165
	APPENDIX I. FOCUS GROUP OUTLINE	167
	APPENDIX J. OPEN-ENDED RESPONSES	169
	LIST OF REFERENCES	175
	INITIAL DISTRIBUTION LIST	181

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LIST OF FIGURES

Figure 1.	Gender Comparison of Population vs. Sample: 2012 Survey Data	41
Figure 2.	Rank Comparison of Population vs. Sample: 2012 Survey Data.....	42
Figure 3.	MOS Comparison of Population vs. Sample: 2012 Survey Data	43
Figure 4.	YoS Comparison of Population vs. Sample: 2012 Survey Data	44
Figure 5.	Race/Ethnicity Comparison of Population vs. Sample: 2012 Survey Data.....	45
Figure 6.	2012 YoS Demographic Cross Tabulation 1	85
Figure 7.	2012 YoS Demographic Cross Tabulation 2	87
Figure 8.	Results of Question 29: Strongly Agree and Agree Responses	89
Figure 9.	2012 MOS Demographic Cross Tabulation 1	91
Figure 10.	2012 MOS Demographic Cross Tabulation 2	93

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LIST OF TABLES

Table 1.	Response Frequencies to 2012 Survey by Date of Response	38
Table 2.	NPS Survey Response Rates for 1999, 2004, 2010, and 2012.....	38
Table 3.	Percentage of Persons Supporting Open Homosexual Service in the Military: Comparison of Marine Officers and Society (2004–2012)	50
Table 4.	Percentage of Persons who Believe Homosexuality is Morally Acceptable: Comparison of Marine Officers and Society (2004–2012)	51
Table 5.	Percentage of Persons who Believe Homosexual Marriages Should be Recognized in the Same Way as Heterosexual Marriages: Comparison of Marine Officers and Society (2004–2012).....	55
Table 6.	Percentage of Persons who Believe a Homosexual Spouse Should Have the Same Benefits as a Heterosexual Spouse: Comparison of Marine Officers and Society (2004–2012)	57
Table 7.	Percentage of Persons Believing that Homosexuality is a Genetic Trait Individuals are Born With: Comparison of Marine Officers and Society (1977–2012)	59
Table 8.	Trend Analysis: Attitudes of Marine Officers Regarding Homosexual Policy: Comparison of Marine Officers (1999–2012)	62
Table 9.	Trend Analysis: Attitudes of Marine Officers Regarding Unit Cohesion: Comparison of Marine Officers (1999–2012).....	68
Table 10.	Attitudes of Marine Officers Regarding the Effect of Repeal on Unit Cohesion: Marine Officers (2012).....	69
Table 11.	Trend Analysis: Attitudes of Marine Officers Regarding Leadership: Comparison of Marine Officers (1999–2012).....	71
Table 12.	Trend Analysis: Attitudes of Marine Officers Regarding Tolerance: Comparison of Marine Officers (1999–2012).....	73
Table 13.	Trend Analysis: Attitudes of Marine Officers Regarding Unit Effectiveness: Comparison of Marine Officers (1999–2012)	76
Table 14.	Trend Analysis: Attitudes of Marine Officers Regarding the Military Readiness: Comparison of Marine Officers (1999–2012).....	81
Table 15.	Attitudes of Marine Officers Regarding Retention and Morale: Comparison of Marine Officers (2012).....	82

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LIST OF ACRONYMS AND ABBREVIATIONS

ARP	Acquisition Research Program
CO	Commanding Officer
CRWG	Comprehensive Review Working Group
DADT	Don't Ask, Don't Tell
DMDC	Defense Manpower Data Center
DoD	Department of Defense
DOMA	Defense of Marriage Act
IRB	Institutional Review Board
JAMRS	Joint Advertising, Market Research and Studies
JCS	Joint Chiefs of Staff
LGB	Lesbian, Gay, Bisexual
MOS	Military Occupational Specialty
NPS	Naval Postgraduate School
USMC	United States Marine Corps
YoS	Years of Service

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I. INTRODUCTION

When President Barack Obama signed Public Law 111–321 on December 20, 2010, he established a schedule to end a policy that barred lesbian, gay, and bisexuals (LGB) from serving openly in the U.S. military (Burrelli, 2012, p. 1). This policy, known as “Don’t Ask, Don’t Tell” (DADT), was born of a compromise in 1993 between the Clinton administration and Congress. Over the more than 17-year span that DADT was in effect, American public opinion generally trended toward increased acceptance of homosexuals, with a similar trend found in the limited research actually conducted on the attitudes of military members (Ferguson, 2011). With the full repeal of DADT in effect for over one year, researchers sought to re-examine the attitudes of Marine Corps officers’ toward the repeal and to ascertain if any predicted negative effects have transpired.

A. BACKGROUND

1. Early History

The history of attempts to regulate homosexual activity within the U.S. military goes back to World War I, with the implementation of The Articles of War in March of 1917 (U.S. Naval Institute, n.d., para. 2). This major update to military law, the first since 1806, attempted to control homosexual activity via rules prohibiting sodomy among members of the armed forces. As a result, in 1921, the Army’s recruiting standards included a reference to homosexuality as a “stigmata of degeneration” (National Defense Research Institute, 1993, p. 4). Army recruiters were directed to identify and exclude recruits who, among other things, showed characteristics of “sloping shoulders, broad hips, and the absence of secondary sex characteristics, including facial hair” (National Defense Research Institute, 1993, p. 4).

The ability to draft homosexuals into the U.S. military was formally restricted in 1941, when the disqualifying condition of “homosexual proclivities” was placed into Selective Service requirements (U.S. Naval Institute, n.d., para.

6). Additionally, in 1942, some military psychiatrists warned that “psychopathic personality disorders” would make homosexuals unfit to fight and therefore should be banned from service in the military (U.S. Naval Institute, n.d., para. 7). As World War II continued, the term “homosexual” began to replace “sodomy” as a legal term, and service members who were found to have engaged in same-sex behavior were typically allowed to resign or separated through administrative processes (National Defense Research Institute, 1993, p. 4).

2. 1950s – 1970s

Beginning in the early 1950s, homosexual behavior was considered grounds for separation in federal government jobs as well as in the military. This distinction was formalized by President Eisenhower’s 1953 Executive Order 10,450, which listed “sexual perversion” as a security risk worthy of termination or denial of government employment (National Archives, n.d., para. 3). This order was enacted due to national security and counterespionage concerns; and it also prohibited federal employees from being members of a group or organization considered subversive.

Throughout the 1960s and 1970s, government policies remained basically unchanged regarding homosexual military service. Department of Defense (DoD) Directive 1332.14, which manages administrative discharges, was updated in 1959, expanding reasons for discharge to include “sexual perversion” which also included sodomy and homosexual acts (National Defense Research Institute, 1993, p. 7). This language was slightly altered in 1975, when “homosexual acts or other aberrant sexual tendencies” were grounds for determining unsuitability for military service (National Defense Research Institute, 1993, p. 7).

These policies were challenged in court during the 1970s. In 1976, the U.S. District Court in Washington, D.C., upheld the Air Force’s decision to discharge Technical Sergeant Leonard Matlovich after he admitted to being a homosexual (*Matlovich v. Secretary of the Air Force*, 1975). Technical Sergeant Matlovich came under investigation after he submitted a letter to the Secretary of

the Air Force through his commanding officers, in which he disclosed that his sexual preference was homosexual and that he believed it would not interfere with his duties. As a result of this disclosure, and under the policy at the time, he was involuntarily separated from the Air Force. Matlovich began legal proceedings against the Air Force, claiming his discharge was for reasons that violated his constitutional rights. The case was eventually closed outside of court for a cash settlement and an honorable discharge (*Matlovich v. Secretary of the Air Force*, 1975). During this same period, in December 1976, the Army involuntarily separated Staff Sergeant Miriam Ben-shalom based on statements she made where she declared that she was a lesbian (*Ben-shalom v. Secretary of the Army*, 1986). In 1980, the district court for the Eastern District of Wisconsin ordered that she be reinstated to the U.S. Army Reserves after being discharged four years earlier, finding that her First Amendment rights had been violated (U.S. Naval Institute, n.d., para 14). The district court also stated that the Army must accord her the remaining eleven months of her enlistment period (*Ben-shalom v. Secretary of the Army*, 1986). This case was later reversed by the 7th Circuit court, which ruled that the Army could apply its current regulations to Ben-shaloms conditional reenlistment (*Ben-shalom v. Secretary of the Army*, 1989). The case ended in the favor of the Army when the Supreme Court refused to hear the case in 1990 (U.S. Naval Institute, n.d., para. 14).

3. 1980 – 1992

In 1981, DoD Directive 1332.14 was again updated with new language, specifically stating that “homosexuality is incompatible with military service” and that “the presence of such members adversely affects the ability of the armed forces to maintain discipline, good order, and morale” (National Defense Research Institute, 1993, p. 8). The directive also continued to mandate the discharge of any service member found to have either solicited or engaged in homosexual acts. Discharges, however, did not have to be exclusively under “misconduct” conditions. The updated directive also stated that, in the absence of other actions, such as violence, the discharge could be under “honorable”

conditions (National Defense Research Institute, 1993, p. 8). In essence, a service member who just claimed to be homosexual wouldn't be mandated to have an "other than honorable" or "dishonorable" discharge from the armed forces as had been the regulation in the past (National Defense Research Institute, 1993, p. 8). These criteria would remain in effect until 1993.

4. Don't Ask Don't Tell Policy: 1993 – 2010

Throughout the 1992 presidential campaign, Governor Bill Clinton reiterated his desire that, if elected, he would put an end to the longtime policies that banned homosexuals from serving openly in the military. While he garnered the support of most homosexual rights groups, and public polling was, on average, showing over 50 percent support for the idea, loud opposition from various groups argued against making any changes to the policy (Schmaltz, 1992).

After winning election, President Clinton moved forward with his campaign promise to repeal the ban. In a January meeting with the Joint Chiefs of Staff (JCS), these military leaders expressed numerous concerns over what lifting the ban would mean to the force. These included: negative effects on morale, discipline, recruiting, unit cohesion, personal privacy, and even containing the spread of AIDS (Schmitt, 1993). Then chairman of the JCS and an opponent to lifting the ban on homosexuals, General Colin Powell, was quoted in a January 1993 speech at the United States Naval Academy as saying, "The presence of homosexuals in the force would be detrimental to good order and discipline, for a variety of reasons, principally relating around the issue of privacy" (Schmitt, 1993, p. 1). In general, the large majority of military officers who would go on record at the time were against lifting the ban of homosexuals in the armed forces.

In the face of this strong opposition, President Clinton, who actually held democratic majorities in both houses of Congress, decided to support a compromise to his original goal of full integration of homosexuals in the military.

The new policy, officially known as “Don’t Ask, Don’t Tell, Don’t Pursue,” was signed into law on November 30, 1993, with a new policy directive released the following month under DoD Directive 1304.26 (Department of Defense [DoD], 1994). This policy became widely known as “Don’t Ask, Don’t Tell” when the President referred to it at such in a policy speech on July 19, 1993 (Burrelli, 2010).

The main premise behind the compromise was that governing regulations would be based on conduct, including verbal or written statements. The new law codified the grounds for discharge as follows: (1) the member has engaged in, attempted to engage in, or solicited another to engage in a homosexual act or acts; (2) the member states that he or she is a homosexual or bisexual; or (3) the member has married or attempted to marry someone of the same sex (Burrelli, 2010, p. 4). Burrelli (2010) also notes that the new law contained no mention of term, “orientation.”

DoD Directive 1304.26 attempted to incorporate both the restrictions in the new law, and the President’s desire for open military service “to those who have a homosexual orientation” (Burrelli, 2010, p. 4). The policy stated in part:

A Service member may also be separated if he or she states that he or she is a homosexual or bisexual, or words to that effect. Such a statement creates a rebuttable presumption that the member engages in homosexual acts or has a propensity or intent to do so. The Service member will have the opportunity to rebut that presumption, however, by demonstrating that he or she does not engage in homosexual acts and does not have a propensity or intent to do so. (Burrelli & Dale, 2005, p. 10)

The policy also stated that “sexual orientation was considered a personal and private matter, and that homosexual orientation was not a bar to service entry or continued service unless manifested by homosexual conduct” (Burrelli & Feder 2008, p. 5). According to this statement of DoD regulations, “sexual orientation” was defined as “A sexual attraction to individuals of a particular sex” (Burrelli & Feder, 2008, p. 5). This statement was soon replaced in February, 1994 with the statement: “A person’s sexual orientation is considered a personal

and private matter, and is not a bar to service or continued service unless manifested by homosexual conduct” (DoD, 1994, p. 9).

5. The Defense of Marriage Act

As President Clinton neared the end of his first term, legislation known as the Defense of Marriage Act (DOMA) was passed through Congress with wide bipartisan support. This legislation set the federal definition of “marriage” as only a legal union between one man and one woman as husband and wife and “spouse” as only a person of the opposite sex who is a husband or wife. (GovTrack.us, n.d.). This law was enacted due to the concerns of many lawmakers that states would be forced to accept same-sex living arrangements as marriages; however it had little or no impact on the DoD as long as DADT remained in effect. If, however, DADT was ever to be repealed, it would ostensibly allow LGBs to serve openly, and bring the new policy into direct conflict with DOMA regarding benefits afforded to service members with dependents (SLDN, 2011).

6. The Repeal of DADT

During the 2008 Presidential campaign, Senator Obama announced his intention to repeal DADT (Gibson, 2011). Two years later, Secretary of Defense, Robert Gates, directed the establishment of a Working Group to “undertake a review of the “issues associated with properly implementing a repeal of DADT” (DoD, 2010, p. 29). This group became known as the Comprehensive Review Working Group or CRWG, was established on March 2, 2010, and issued their report to Congress (discussed in Chapter II of this study) on November 30, 2010 (DoD, 2010).

The initial legislation to repeal DADT was signed into law by President Obama on December 20, 2010 (Burrelli, 2012). This set in motion the process for actual repeal to occur, which would come 60 days after the President, Secretary of Defense, and Chairman of the JCS certified that they had considered the recommendations provided by the CRWG, that DoD had the required policies

and regulations in place, and that the force had been trained on those said policies and regulations (Burrelli, 2012). The certification came on July 22, 2011 and went into effect on September 22, 2011. DADT had been repealed.

B. PURPOSE

This study extends a chain of research that was first conducted by Fred Cleveland and Mark Ohl (1994), and has since been replicated by Margaret Friery (1997), John Bicknell, (2000), Alfonzo Garcia (2009), and Leo Ferguson (2011); all of whom were students at the Naval Postgraduate School (NPS). Concurrent with this study, Ryan Appleman and Peter McLaughlin, (2013), continued this research at NPS, which focused fully on Navy officers. Of specific note, the current research is the first study conducted at NPS that focuses exclusively on the attitudes of Marine Corps officers, which were first analyzed in John Bicknell's (2000) work. More importantly, the current research is the first conducted at NPS since the repeal of DADT. The six previous surveys conducted at NPS revealed increasing acceptance among officers toward allowing homosexuals to serve openly in the military. After nearly two decades of DADT and over one year without it, researchers at NPS were interested in knowing if the trend toward greater acceptance has continued, or perhaps even accelerated, given the predictions of previous research at NPS mentioned earlier. Another issue of interest was whether the repeal of DADT had led to any perceived changes in military readiness; that is, do Marine officers feel that "readiness" has improved or declined as a direct result of allowing gays to serve openly in the military? Of additional interest are changes in attitudes related directly to the repeal of DADT, including identifying any new issues that arose due to the repeal itself. The final objective was to establish a baseline for study on evolving issues that have risen to the forefront since the repeal, including concerns related to DOMA and military benefits for dependents of same-sex couples.

1. Expectations

Initial expectations were that current survey data would continue to show an overall trend toward greater acceptance of homosexuals within the Marine Corps. Researchers anticipated, however, finding varying degrees of resistance and opposition toward the repeal based on various issues discussed in past research, including conflicts with religious beliefs and perceived conflicts with the organization's core values. Once a baseline of Marine officers' attitudes toward the repeal could be established from survey data, researchers expected to find varying levels of agreement or concern about other factors that help to shape attitudes on this subject. Focus group sessions were conducted and intended to help shape and explain general themes related to the opinions and attitudes held by the participants.

Based on previous NPS surveys, the following factors, among others, should help to decipher any trends that are established from the data as well as provide assistance in understanding current Marine officer attitudes toward the repeal of DADT.

a. Increasing Levels of Acceptance

If this remains the status quo, it would support the main hypothesis, align with the prior six NPS studies, and correspond with other recent research, specifically that conducted by the Palm Center (Belkin et al., 2012).

b. Effects on Readiness

How is readiness perceived by the survey participants? Do these officers believe that the repeal of DADT has affected Marine Corps unit cohesion, unit effectiveness, morale, and retention?

c. Habitability Issues

One of the long-standing questions debated by supporters and opponents of DADT relates to how the military would manage the necessary

close-quarters living arrangements between heterosexual and LGB service members. If issues are prevalent, this could be problematic for the Marine Corps, particularly regarding berthing arrangements for training (such as new recruit training and Military Occupation Standards schools), fleet tours, and deployments (both in war and peacetime).

d. Professionalism

Part of the legacy of the Marine Corps is built upon professionalism. Will the professionalism of the Marines be upheld in conjunction with the repeal of DADT? Is it possible that the professionalism upon which Marines pride themselves will pave the way for quicker and greater acceptance of the repeal of DADT?

e. Morale

Opposition to the repeal of DADT has pointed to a strong possibility of a reduction in unit morale, a situation that could precipitate a reduction in overall readiness. What is the current state of Marine Corps morale and is it affecting unit readiness?

f. Effective DADT Training Prior to the Repeal

Was the DADT training that Marines received adequate in preparing the Corps to effectively transition to the new policies since the repeal?

g. Other Factors

Finally, this research addresses social and psychological theories related to the resistance and acceptance of homosexuality, both within the mainstream of society and the military. How can these theories explain current findings and be used to project future conditions?

C. THESIS ORGANIZATION

The thesis is organized into five chapters. Chapter II provides a literature review of selected studies, focusing on those conducted just prior to and since the repeal of DADT. The literature review also examines the social-psychological reasons for attitudinal changes toward homosexuals over time. Chapter III presents a detailed description of the study's methodology, including a description of the online survey, focus group administration, and data analysis. Chapter IV provides the study results, covering three main areas: Marine officers' attitudes vs. those of society, Marine officers' attitudes over time, and Marine officers' attitudes by selected demographics. Chapter V provides the researchers' conclusions based on survey and focus group results. Finally, recommendations are offered in response to the findings of the current study and to strengthen future research. More detailed data on survey results for the present and previous NPS studies are presented in the appendices.

II. LITERATURE REVIEW

From the time of its creation in 1993 until its removal nearly two decades later, the policy known as “Don’t Ask, Don’t Tell, Don’t Pursue,” later abbreviated simply as “Don’t Ask, Don’t Tell” (or DADT), has been debated widely in public forums and in print. Most of the debate centered on principles of law or human behavior, public attitudes, social trends, comparative policies in international militaries, economic or national security issues, as well as ethical, moral, or religious teachings. Very little research of note actually incorporated information on military members, aside from data on discharges from the military under DADT, since the U.S. Department of Defense (DoD) strongly discouraged studies of its personnel on this issue. DADT was born of compromise amid heated, divisive debate, and DoD viewed surveys or sponsored research as potentially disruptive of the perceived calm that followed its creation.

Internal efforts to “keep the peace” meant that few, if any, studies over the long existence of DADT could examine the attitudes of military members toward issues involving the policy or the service of homosexuals. Three notable exceptions stand out: a major study by RAND Corporation during the period immediately preceding DADT, followed by another major study during the final months of the policy; DoDs own Comprehensive Review Working Group (CRWG), which conducted a wide-reaching evaluation of removing the policy in the period preceding its expected repeal; and a continuing study of officers’ attitudes toward DADT at the Naval Postgraduate School (NPS), spanning the entire history of the policy. Most recently, in September 2012, The Palm Center at University of California, Los Angeles, published a scientific assessment of DADT since its repeal, including a one-year, post-repeal analysis of any potential impacts on DoDs military readiness (Belkin et al., 2012). The following review focuses on these particularly noteworthy studies.

A. EARLY RESEARCH: RAND AND NPS

1. RAND: “Sexual Orientation and U.S. Military Policy – Opinions and Assessment” – 1993

On January 29, 1993, President Bill Clinton signed a memorandum that required the Secretary of Defense to provide a draft executive order that would end discrimination against sexual preference within the armed forces. Further, the President specified that the recommendations should be practical, maintain combat effectiveness, and preserve unit cohesion (National Defense Research Institute, 1993). In response, Secretary of Defense Les Aspin commissioned the RAND Corporation to provide “information and analysis” that would assist in identifying realistic and meaningful recommendations to end discrimination against sexual preference in the U.S. Armed Forces (National Defense Research Institute, 1993, p. 2).

RAND explored many factors in seeking to meet Secretary Aspin’s objective. For example, RAND’s comprehensive analysis included the following: a review of public opinion, incorporating the views of active duty members of the armed forces; how DoD had handled racial integration in the past; and relevant research on factors such as unit cohesion, sexuality, and health. Several research topics, such as military unit cohesion, had never been previously examined in such depth with respect to sexual preference.

A substantial portion of the study focused on the implications of homosexuals serving openly in the militaries of seven other nations: Canada, France, Germany, Israel, The Netherlands, Norway, and the United Kingdom. At the time of the study, homosexuals were allowed to serve openly in all but one military, that of the United Kingdom (National Defense Research Institute, 1993). The comparative analysis identified some common themes. First, the number of openly homosexual military members, when compared with the presumed number of homosexuals actually serving in their country’s military, was believed to be very small. Building upon this outcome, RAND’s researchers concluded that homosexual personnel were likely very cautious and mindful of their actions

while in the workplace to minimize any negative thoughts or actions that could be directed at them. Finally, when the six foreign militaries changed their policy and allowed homosexuals to serve openly, the respective transitions proceeded smoothly and without major incident. When an incident did occur, it was typically resolved swiftly and in the best interests of all parties (National Defense Research Institute, 1993).

RAND's researchers also looked at any issues involving homosexual fire fighters and police officers by visiting the fire and police departments of the following U.S. cities: Chicago, Houston, Los Angeles, New York, San Diego, and Seattle. All six cities had a non-discriminatory policy regarding sexual preference within their respective departments. The researchers saw military service as comparable to that of these public safety organizations, based on their hazardous conditions, focused training, and the camaraderie that must exist for units to successfully carry out their duties.

Several common themes emerged across the majority of the departments that were interviewed. One was that people who had joined these departments conformed to the customs and way of life that existed in the culture of the workforce they joined. Members, regardless of group distinctions, generally sought to conduct themselves with professionalism and to become part of a team of public servants in their respective fields. Additionally, most men and women in fire and police departments reported that they were unconcerned with the sexual preferences of their co-workers.

RAND's researchers also found that the sexual preference of homosexual personnel was usually known by their co-workers but was seldom known by the departments' leaders. Homosexual members typically maintained a significant level of privacy and did not openly espouse their sexual preference. The running belief was that homosexuals tended to openly acknowledge their sexual preference only in conjunction with their respective department's perceived acceptance of homosexuals (National Defense Research Institute, 1993).

Generally, fire and police departments did not seem overly concerned with how their employees felt personally toward homosexuals; the prevailing approach of the departments studied was described as “controlling behaviors, not attitudes” (National Defense Research Institute, 1993, p. 19). Nevertheless, these departments did seek to ensure that their employees’ behavior within the organization supported a high moral standard and rose to the highest level of professionalism (National Defense Research Institute, 1993). Almost two decades later, this basic premise would be recommended as the foundation for training criteria prior to fully removing DADT (Department of Defense [DoD], 2010).

2. NPS Thesis Research: 1994 – 2011

a. Background and History

From 1994 to 2011, graduate students at NPS conducted several thesis projects analyzing various aspects of DADT. Five of these projects administered a campus-wide survey, with consistent core questions, to examine the attitudes of Navy and Marine Corps officers’ toward DADT. The first study, conducted in 1994, sought to ascertain the attitudes of Navy officers’ on the newly established policy of DADT, utilizing a structured survey and interviews (Cleveland & Ohl, 1994). Following in 1997, Margaret Friery (1997) re-administered the original survey from 1994 and included evidence from seven focus group interviews conducted by Terry Rea (1997) to study attitudes toward DADT and policy understanding among approximately 800 Navy officers. In conjunction with Friery’s research, Terry Rea (1997) focused specifically on unit cohesion under DADT, incorporating focus group interviews of Navy officers.

The next three NPS studies focused not only on Navy officers, but also incorporated the views of Marine Corps officers. In 2000, John Bicknell (2000) again administered the same survey, collecting the responses of 76 Marine officers. Following in 2009, another research project was conducted by Alfonzo Garcia (2009), which in part examined survey data that had been

previously gathered in 2004. This research included survey responses from 102 Marine officers. Finally, two years later, Leo Ferguson (2011) re-administered virtually the same survey for the fifth time to both Navy and Marine Corps officers at NPS.

Although the first two theses examined only Navy officers, they remain relevant in tracking the attitudes of a similar sample of NPS officers over time. Overall, a rather strong and overwhelming sentiment of discontent toward homosexual service members surfaced in the 1994 survey results (Cleveland & Ohl, 1994). As time progressed through four subsequent surveys, concluding with the work of Leo Ferguson (2011), a clear trend toward increased acceptance of openly gay service members emerged. Interestingly, this movement toward acceptance coincides with the findings of the 1993 RAND report regarding attitudes in foreign militaries (National Defense Research Institute, 1993). Moreover, the trends toward acceptance found in the NPS surveys and in RAND's 1993 study of foreign militaries reflect similar attitude shifts in the general population of each respective nation.

b. Common Trends and Themes

Progressive and general acceptance of gay service members has been the all-encompassing trend to emerge from the NPS theses. Although the first two theses in 1994 and 1997 excluded Marine officers, the results laid the foundation for designing and analyzing subsequent surveys. For example, in 1997, 66 percent of Navy officers agreed that allowing homosexuals to serve in the Navy can cause "the downfall of good order and discipline" (Friery, 1997, p. 72). This proved to be 13 percentage points less than in 1994, when 79 percent of Navy officers agreed with the same statement (Cleveland & Ohl, 1994, p. 87). These two earlier surveys also revealed a rather strong level of misunderstanding among Navy officers regarding DADT's details, particularly how the policy differentiated between acceptable and unacceptable (worthy of investigation and possible discharge) behavior. According to Friery, the unusual

and ambiguous language used in DADT may have contributed to Navy officers' negative views and seeming resistance toward the policy (Friery, 1997).

Terry Rea's (1997) research, focusing specifically on unit cohesion, tended to dispel a common belief at that time; namely, that junior officers would be uncomfortable serving in the presence of homosexuals. Her study, which utilized seven focus groups of Navy Officers at NPS, concluded that junior officers were much more tolerant toward differing sexual preferences than had been previously assumed. She also found that junior officers found the commission of inappropriate acts, such as fraternization, assault, or sexual harassment, a stronger basis for excluding personnel (Rea, 1997). Ferguson's (2011) work generally confirmed this finding, where younger and more junior officers continually emerged as being more tolerant and accepting of homosexuals when compared with older and more senior officers.

As previously noted, Marine Corps officers were surveyed for the three subsequent research projects in 2000, 2009, and 2011. As with the study of Navy officers, each subsequent survey of Marine officers revealed a general increase of acceptance and tolerance toward homosexuals serving in the military. One notable difference noted by Bicknell (2000) between the concurrent surveys of Navy and Marine officers was an obviously lower level of tolerance among Marines than among their fellow Navy officers. For example, results from the survey administered in 2000 showed that 88 percent of Marine officers preferred to *not* have a homosexual in their command; this compared with 66 percent of Navy officers, another clear majority, yet 22 percentage points less than that of Marines (Bicknell, 2000 p. 165). In comparison, Alfonzo Garcia found that the proportion of Marine officers surveyed in 2004 who agreed with the same statement fell by 19 percentage points to 69 percent (Garcia, 2009, p. 71). Seven years later, this percentage continued to drop, with 60 percent of Marine officers preferring to *not* have a homosexual in their command (Ferguson, 2011, p. 85). In contrast, the same survey results showed 38 percent of Navy officers agreeing with the same statement (Ferguson, 2011, p. 85).

In a few areas related to general acceptance and tolerance of homosexuals, Navy and Marine officers' opinions *were* actually quite similar in regard to the "military environment." For example, when Alfonzo Garcia (2009) asked if "a homosexual's safety and life could be in danger due to beliefs held by other service members," Marine officers agreed only seven percentage points higher, whereas three other similar questions resulted in a less than four percentage-point spread between the two groups of officers (Garcia, 2009, p. 52). When Leo Ferguson (2011) asked if survey participants felt uncomfortable around homosexuals and had difficulty interacting with them, those *disagreeing* were 82 percent for Navy and 79 percent for Marine Corps (Ferguson, 2011, p. 93). While such similarities do exist, it must be emphasized that the past research shows a trend toward more acceptance, but with a notable disparity between Marine officers and their Navy counterparts.

B. RECENT RESEARCH

1. RAND: "Sexual Orientation and U.S. Military Policy" – 2010 (Update to 1993 Study)

In his State of the Union address of 2010, President Obama pledged that "he would work with Congress and our military to finally repeal the law that denies gay Americans the right to serve the country they love because of who they are" (The White House, 2010, January, 27, para. 83). Subsequently, the Senate Armed Services Committee asked the RAND Corporation to refresh and update its 1993 study of sexual orientation within the military, specifically focusing on options and potential outcomes related to the repeal (National Defense Research Institute, 2010).

RAND's updated study concluded that, for any change in policy to be effective, it must meet three criteria: it must be supported by major leaders; it must be communicated clearly; and it must be sustained and closely monitored (National Defense Research Institute, 2010, p. 29). These recommendations

corresponded with the general findings of the 1993 study in regard to how city fire and police departments had managed to integrate and accept homosexuals.

The 17 years that elapsed between the two RAND reports witnessed a sizable increase in acceptance of homosexuals by the American public. According to RAND's (2010) researchers, homosexuals are much more visible and active within the workplace, as well as throughout daily life, than they were nearly two decades ago. The study goes on to reevaluate perspectives on military retention and recruitment, while also revisiting the militaries of other countries, domestic fire and police departments, and other federal and state agencies (National Defense Research Institute, 2010).

RAND's (2010) researchers utilized data from outside surveys, two conducted by Defense Human Resource Activity, Joint Advertising, Market Research and Studies (JAMRS) and one by the Defense Manpower Data Center (DMDC), that were administered to all branches of service in the spring and summer of 2010. How the potential repeal of DADT would affect recruitment and retention was at the forefront of questions related to the policy.

Data from the two JAMRS surveys given to 15–24 year olds showed that estimates of the effect of repeal on recruitment were uncertain. Based on responses from their May 2010 survey, the RAND team estimated that repeal might cause a seven percent drop in enlistment while the responses from the August 2010 survey indicated a four percent increase in enlistment (DMDC, 2010). Given these results, the RAND team concluded that the potential effect on recruitment, although uncertain, is likely to be small (National Defense Research Institute, 2010).

Data from the DMDC (2010) survey of military personnel provided to RAND included questions about respondents' plans to stay in the military and how their plans would change if DADT were repealed. While this data did not allow the RAND team to directly estimate how repeal might affect retention, it did however, allow researchers to identify the group most likely to leave if repeal

were to take place. According to results, this averaged less than six percent across all the services, with the percentage being higher among Marines and lower among the Navy and Air Force participants (DMDC, 2010).

RAND also gathered its own data by conducting a peer to peer survey of lesbian, gay, and bisexual (LGB) military personnel in order to make their insights and knowledge available as part of consideration of DADT repeal. The survey asked respondents how DADT is affecting them now, to what extent, how they would respond if DADT were repealed, and what features of implementing a policy change they would find helpful or unhelpful (National Defense Research Institute, 2010, p. 255). Of the 208 respondents, 90 percent reported they were lesbian, gay, or bisexual (National Defense Research Institute, 2010, p. 261). Key takeaways were that: DADT was perceived as being personally costly for LGB service members and their families in terms of missing out on benefits, harmful to personal relationships, straining on unit relationships, and increased stress and anxiety (National Defense Research Institute, 2010, p. 272). In addition, DADT was perceived as putting LGB service members at risk for blackmail and manipulation with a substantial majority of respondents saying they would leave the military if DADT was *not* repealed. Additionally, two-thirds believed that unit cohesion would increase if the repeal occurred because there would be an increase of trust and interpersonal relationships. The other one-third did not believe the contrary, but rather that the impact on unit cohesion would be minimal (National Defense Research Institute, 2010, p. 272).

RAND (2010) also organized and conducted 22 focus groups that included more than two-hundred service members and spanned ten different military installations. The intent of these focus groups was to simply gain perspective, thoughts, and insight as to how military members felt toward the potential of DADT being repealed. Comments were very diverse and all-inclusive in nature; however, all participants were able to agree that DoD, if prompted, would be able to meet the multitude of challenges that could potentially exist with the repeal.

RAND (2010) researchers revisited and interviewed the militaries of multiple foreign countries. They also studied colleges, police departments, the Central Intelligence Agency, and other domestic organizations or institutions. In general, as in 1993, RAND researchers found that the sexual preference of personnel in these organizations was a “non-issue” (National Defense Research Institute, 2010). These foreign militaries added that homosexuality had been accepted for several years with no appreciable effect on unit performance or military recruitment. Additionally, these militaries reported that when first allowed to serve, homosexuals were not afforded any additional privacy; nor was any special training conducted about sexual orientation (National Defense Research Institute, 2010). The majority of domestic agencies interviewed attributed the strict enforcement of their antidiscrimination policies as a key factor that negated any significant issues with homosexuals in the workplace (National Defense Research Institute, 2010, p. 354).

2. DoD: “Report of the Comprehensive Review of the Issues Associated with a Repeal of ‘Don’t Ask, Don’t Tell’”

In March of 2010, Secretary of Defense Robert Gates asked DoD General Counsel Jeh Charles Johnson and General Carter Ham (U.S. Army) to form a working group that would conduct a thorough review of the issues associated with repealing DADT (DoD, 2010). The resulting Comprehensive Review Working Group (CRWG) encompassed 68 members that included both military and civilian employees of DoD. Their combined tasks were to assess how the repeal of DADT would affect military readiness, unit effectiveness, unit cohesion, recruiting, retention, and family readiness. Additional recommendations on changes to DoD regulations, policies, and general guidance were also to be included in the final report (DoD, 2010).

The CRWG analysis gathered information from a number of sources, including the following: surveys of active duty and reserve personnel, surveys of military spouses, focus groups, interviews, an online comment box accessible to military personnel and their families, feedback from foreign allies, and feedback

from veterans groups both for and against the repeal (DoD, 2010). Additionally, prior to the official submission of the report to the Secretary of Defense in December 2010, a draft copy was distributed and feedback solicited from the Secretaries of the Air Force, Army, and Navy as well as the Chiefs of all services.

To assist in their assessment of survey results, the CRWG established a panel to consolidate and review the full breadth and depth of all the data collected. This panel directed and consolidated its assessment around three key areas: military readiness, which includes recruiting, retention, and family readiness; unit effectiveness; and task cohesion.

Military readiness is defined as the ability of forces to fight and meet the requirements of the National Military Strategy (DoD, 2012, p. 387). In the area of recruiting, the panel determined that there would be little impact on both officer and enlisted recruiting based on past research showing that enlisted recruits are driven primarily by economic and financial reasons and that there is a very weak link between prospective recruits attitudes and behavior (DoD, 2010). They also note that the services have been able to meet recruiting goals over the past 10 years, where general economic factors were good and while the U.S. was engaged in two wars overseas. The panel predicted that the seven percent decrease in recruits' likelihood to reenlist, suggested in study results by RAND (National Defense Research Institute, 2010) would not come to fruition (DoD, 2010, p. 107).

Focusing on retention issues, the panel reported from survey results that, if DADT were repealed, 62 percent of Service members across all pay grades felt their career plans would not change; at the same time, 13 percent reported that they would leave earlier than planned, and 11 percent indicated that they would consider leaving sooner than planned (DoD, 2010, p. 110). Additionally, 19 percent of Service members who reported that they intended to remain beyond their current obligation, or until retirement, indicated they would leave sooner if DADT were repealed (DoD, 2010, p. 110). The panel also reported that, as in recruiting, retention concerns are mostly governed by the economic condition of

the country and the personal finances of the individuals concerned. Finally, they make the point that enlistment contracts preclude any immediate, large exodus from service. This analysis was supported by the fact that neither the United Kingdom nor Canada experienced any retention issues when they lifted their bans on homosexual service. (National Defense Research Institute, 2010).

Regarding family readiness, the panel reported the area of most concern was family readiness in garrison. Survey results revealed that 61 percent of spouses rated their family as ready or very ready, with only six percent rating their family as unready or very unready (DoD, 2010, 114). Moreover, 78 percent of spouses reported that repeal would have either no effect or would improve their family readiness, while eight percent said it would reduce their family readiness (DoD, 2010, p. 114). Spouses also reported, by over two-thirds, that if DADT were repealed, they would still attend most support activities; 20 percent said they would look to live somewhere other than base housing to avoid having a homosexual neighbor (DoD, 2010, p. 115).

The Working Group also focused on analyzing unit effectiveness, which is generally defined as a unit's ability to accomplish assigned tasks or missions, both in garrison and while deployed. Survey results revealed 44 percent were concerned the repeal of DADT would diminish unit effectiveness when on deployment; however, this concern dropped to 29 percent if their unit was in a crisis situation (DoD, 2010, pp. 104–105). The panel believed that the overall risk to unit effectiveness was low to moderate for deployed forces and moderate for those in garrison. To support their findings, they referenced, in part, past Army research conducted during the Korean War that found racially integrated units performed in combat equally as well as all-white units (DoD, 2010). As the panel observed, this and other related research indicate that, after integration, unit performance typically stays the same or may even increase. (DoD, 2010).

Finally, in the area of unit cohesion, the panel reported a low-to-moderate risk in the area of task cohesion and a moderate-to-high risk for social cohesion. According to RAND (2010), task cohesion is “the shared commitment among

members to achieving a goal that requires the collective efforts of the group,” whereas social cohesion is “the extent to which group members like each other, prefer to spend their social time together, enjoy each other’s company, and feel emotionally close to one another (RAND, 2010, p. 139). Survey results showed that 72 percent believed the repeal would have a positive, mixed, or no effect on task cohesion, inferring that less than one-quarter of survey respondents believed the repeal would have a negative impact on task cohesion (DoD, 2010, p. 77). Survey participants reported greater concern in the area of social cohesion, where respondents pointed to the potential impact of repeal on trust within a unit that might result from potential violations of personal privacy. In general, some respondents reported they would reduce their socializing if homosexuals were present, but it wouldn’t affect them getting their jobs done (DoD, 2010).

An additional finding related to stereotypes and misconceptions held by those who opposed repealing DADT is the definition of “Open Service.” The most prevalent stereotype reported was that gay males have feminine characteristics and gay women tend to have masculine traits (DoD, 2010, p. 122). Further, there was a belief by some that allowing homosexuals to serve openly would spark unwanted sexual advances from homosexuals toward heterosexuals as well as inappropriate displays of public affection by homosexual military members. Additionally, a number of those opposing the repeal of DADT felt that it would result in large amounts of homosexuals “coming out” and announcing their sexual preferences. Among survey respondents, 15 percent indicated they would like to have their sexual orientation known to everyone in their unit if the law were repealed, while 59 percent said they would selectively disclose it to others (DoD, 2010, p. 123). This expectation was seen as unsubstantiated based on RAND’s (2010) study, which predicted that the large majority of homosexual military members would conceal their sexual preference unless they perceived a command climate that would not hinder their career progression (National Defense Research Institute, 2010).

Finally, throughout the CRWG's report, a common theme was that strong leadership must spearhead the repeal for it to be successful. The report concluded that two additional key factors, professionalism and respect, would result if strong and positive leadership were present. Further, leaders must demonstrate to service members that they are committed to implementing the change, and that the leaders expect service members to adapt as well. The CRWG pointed to the positive message from General Amos, who is quoted at a 2010 Senate Armed Services committee hearing as saying, "if repeal comes, the Marines will 'get in step and do it smartly'" (Amos, 2010).

3. Palm Center: "One Year Out – An Assessment of DADT Repeal's Impact on Military Readiness"

Unique to the study of DADT, the Palm Center's research provides an early, comprehensive post-repeal analysis. Previous research—including the RAND studies, the CRWG evaluation, as well as the collection of NPS theses—offered trend data and various other evidence that could be used to predict the outcome of a repeal of DADT. The Palm Center's objective was to determine whether the various observed trends toward acceptance of gays continued in the military's ranks, and how the repeal of DADT may have affected military readiness.

To assess the repeal's impact, a team of researchers from the Palm Center gathered data from a variety of sources: interviews with 62 active-duty, reserve, and National Guard Service members from all branches of the U.S. Armed Forces; physical observation of four military units; a pre-test/post-test quasi experiment; survey analysis; relevant media analysis of articles related to the repeal and published within the 11 months prior to actual repeal; secondary analysis of survey data collected by the *Military Times* and OutServe-Service Members Legal Defense Network (SLDN) (an association of gay service members); and recruitment and retention data published by DoD (Belkin et al., 2012). All data collection by the Palm Center was aimed primarily at assessing the repeal's effect upon military readiness. More specifically, the research looked

at the following four factors: unit cohesion, recruitment and retention, assaults and harassment, and morale.

a. Unit Cohesion

Many opponents of the repeal believed that allowing homosexuals to serve openly would have a negative effect on unit cohesion. Palm Center interviews conducted with LGB service members showed no decline in unit cohesion as a result of the repeal. When researchers surveyed members of OutServe, LGB respondents reported an overall increase, although slight, in unit cohesion (Belkin et al., 2012). While it could be argued that LGB service members are not the best source of information on perceptions of changes in readiness, given a natural inclination to see positive outcomes from the repeal, it could also be said that LGB personnel would be more sensitive to any changes in unit cohesion or interpersonal relations, particularly those that are negative. Palm Center researchers stated that none of the LGB service members they interviewed or surveyed reported any decline in unit cohesion following the repeal. One homosexual Air Force technical sergeant said he was among a handful of people to come out after the repeal and was quoted as saying, “All respected me for telling them and felt honored that I trusted them enough to tell them” (Belkin et al., 2012, p. 16). A heterosexual Marine sergeant commented:

Its [serving] been a lot better since we now know with whom we serve. We now get along better and we accept our unit members as they are; we do not beat around the bush or sugarcoat anything. It’s a lot better now. (Belkin et al., 2012, p. 19)

b. Recruitment and Retention

To determine what effects, if any, the repeal had on recruitment and retention, Palm Center researchers analyzed the raw data from a pre- and post-repeal survey that was administered by the *Military Times* in 2011 and 2012. These surveys, which included self-selected active duty members and mobilized reservists, showed that retention estimates from the survey results remained constant from 2011 (pre-repeal) to 2012 (post-repeal) (Belkin et al., 2012, p. 21).

Specifically, one question asked whether the service members would reenlist (extend for officers) if they had to decide that day based on DADT being repealed. Results showed that 70 percent of pre-repeal respondents said they would reenlist, followed by 72 percent of respondents who claimed they would reenlist when asked during post-repeal (Belkin et al., 2012, p. 21). It is important to note, as Belkin et al. (2012) observe, that only two military resignations can be linked directly to DADT's repeal, and both were military Chaplains.

In its attempt to present objective, unbiased research, the Palm Center team sought to interview 1,167 retired generals and admirals (of which only 11 volunteered) who had publicly opposed the repeal of DADT. These generals and admirals had signed a statement in 2009 that stated repealing DADT "would undermine recruiting and retention [and] have adverse effects on the willingness of parents who lend their sons and daughters to military service" (Belkin et al., 2012, p. 20).

Belkin et al. (2012) conclude that the preponderance of evidence showed DADT's repeal had no measurable impact on military recruitment or retention. The researchers do, however, acknowledge that the military's disengagement from the wars in Afghanistan and Iraq as well as a weak domestic economy have made general recruitment and retention easier. Additionally, the authors note that every active service branch met its recruitment and retention goals in both 2011 and 2012.

c. Assaults and Harassment

Another concern among those who opposed the repeal was that sexual assaults and harassment would increase. According to Belkin et al. (2012), apart from a few isolated incidents, the repeal did not trigger any documented increase in either category. In fact, some have suggested that the repeal actually provided greater transparency for resolving problems among peers as well as within chains of command. For example, one interviewee in the Palm Center study gave a real-life example of when she confronted other military

members and reminded them that their comments (offensive toward homosexuals) were rude and unwarranted; they quickly apologized and changed their tone (Belkin et al., 2012, p. 25).

Palm Center researchers report that harassment, bias, and discrimination problems remain in the wake of DADT; however, they found no evidence suggesting a service-wide pattern of harassment is tied to the repeal. In addition, a majority of LGB service members reported that they have been treated well since the repeal. The authors point to a December 2011 OutServe survey, which asked how “colleagues in your unit have treated gay, lesbian, and bisexual personnel.” Just over 72 percent of LGB troops indicated good treatment (Belkin et al., 2012, p. 26). Finally, researchers found no evidence suggesting any increase in assaults among service members.

d. *Morale*

Palm Center researchers defined morale as the level of motivation and enthusiasm for accomplishing mission objectives (Belkin et al., 2012, p. 28). Although the study did not find an overall change in “service wide” morale, they did find evidence to suggest that “personal morale” declined among some service members who had opposed repealing DADT. The researchers turned to another *Military Times* survey of 751 service members conducted in January 2012 showing that approximately 14 percent felt the repeal had a negative impact on their morale, while six percent reported a positive impact (Belkin et al., 2012, p. 28). Additionally, the authors attribute a drop in morale to partially accounting for the eight percent who reported they were less likely to remain in the military as a result of the repeal. Overall, the researchers concluded that the new policy of open service produced a decrease in morale for a small minority of service members, and enhanced the morale of an even smaller minority of service members, with an overall minimal effect on total morale (Belkin et al., 2012).

The Palm Center study attributed much of the credit for the success of the repeal to the Pentagon's careful implementation and training process. Additionally, researchers attributed the success to four factors:

(1) No massive disclosures

Only 19 percent of 751 heterosexual service members surveyed in a 2012 *Military Times* poll reported that someone in their unit disclosed being LGB since the repeal (Belkin et al., 2012, p.30). They also point to evidence that LGB service members likely constitute only two percent of all troops, so a low percentage of disclosure is expected.

(2) Professionalism

Researchers found a continued high level of professionalism among both LGB and heterosexual service members. They point to numerous quotes from LGB service members to support this conclusion.

(3) Minority of personnel strongly against repeal

Researchers cite various polling evidence showing that only a minority of those opposed to repealing DADT felt strongly about the issue. A 2006 Zogby poll of 545 troops that had fought in Iraq and Afghanistan found that 72 percent were personally comfortable interacting with gays, while only 20 percent were uncomfortable (Rodgers, 2006).

(4) Lack of contact with LGB service members

As with previous research, including several NPS studies, Palm Center authors discuss the finding that service members who report limited personal contact with a homosexual are more likely to be opposed to repealing DADT. Two of the reports co-authors recognized that "For many straight people, the ability to truly get to know the gay men and lesbians in their units was stifled by the secrecy mandated by DADT" (Belkin et al., 2011, p. 31).

The authors observe that it is still too early to tell the entire story of the repeal, as unresolved issues remain regarding benefits for same-sex partners. They do, however, conclude that enough time has passed to say the repeal has

been a success and the dire consequences predicted by some have not materialized. Finally, they point to the service chief who was initially the most outspoken voice against repeal, Marine Corps Commandant James Amos, who was quoted in the *Washington Times* as saying he “was very pleased with how it has gone”:

The Marine Corps faithfully and willingly carried out the intent of our commander-in-chief and civilian leadership in preparing for repeal. All Marines, sailors, and civilian Marines, regardless of sexual orientation, are Marines first. Every Marine is a valued member of our war-fighting team. (Scarborough, 2011, p. 1)

C. “CONTACT HYPOTHESIS”

In 1954, Gordon Allport wrote: “It has sometimes been held that merely by assembling people without regard for race, color, religion, or national origin; we can thereby destroy stereotypes and develop friendly attitudes” (Allport, 1954, p. 261). Allport acknowledges that the above comment is not that simplistic, but yet claims that there must be a way to reduce discrimination and stereotypes through various forms of contact. Allport (1954) introduced a multitude of different contacts, including casual, residential, and occupational. The relationship between these various forms of contact and the potential for reduced discrimination among two different groups of people was referred to by Allport as the “Contact Hypothesis.”

The examples used in Allport’s 1954 work focus solely on racial discrimination; nevertheless, the concept remains applicable to any form of discrimination, including that against homosexuals. Two subsequent studies draw from Allport’s “Contact Hypothesis,” specifically studying the interpersonal contact between heterosexuals and homosexuals. In 1996, Christine Grack and Charles Richman performed an experiment between college students to assess if working together on lengthy tasks could reduce homophobia (Grack & Richman, 1996). Eileen Nelson and Shirley Kreigers’ work in 1997 focused on changing attitudes of college students before and after conducting a peer panel (Nelson & Krieger, 1997). Both studies provide evidence in support of Allport’s work by

exhibiting that interpersonal relationships between a majority and a minority can lead to increased acceptance.

1. “Casual Contact”

Casual contact, as the phrase suggests, is of a limited nature. The contact is of an impersonal nature, therefore, it does not have the capacity to reduce nor break any barriers toward decreasing discrimination. In fact, because of the predisposition of the people involved, casual contact by itself has the potential to actually increase tension between the groups (Allport, 1954).

Allport (1954) points to an example of 12 African Americans in a subway waiting for a train. In this scenario, one of them is being generally disruptive, which exudes a negative stereotype to a Caucasian observer and actually overrides the fact that the other 11 African Americans are acting perfectly normal. This observation/contact is very casual as the observer does not actually know anyone in the group. Allport points out that the negative actions by the one reinforces preexisting negative stereotypes the observer may hold, resulting in the observer applying that stereotype to all others in that group (Allport, 1954). Similarities can be drawn from this example and affixed to any type of group that suffers from discrimination.

2. “Residential Contact”

Residential contact seeks to reduce and break discriminatory barriers through the co-habitation of two groups at odds with one another. Allport (1954), points to a few studies that examined how racial discrimination was reduced by the integration of African Americans into housing complexes instead of isolating them in separate living quarters. In one survey on co-habitation when Caucasians, who *did not* live in the same building with African Americans, were asked if they would like to, 75 percent “disliked” the idea; whereas, only 25 percent of Caucasians who were *already* living in integrated housing complexes “disliked” the idea (Allport, 1954, p. 271). This research goes on to suggest that the closer the proximity and the longer time passes, the greater the reduction of

negative stereotypes. Allport concludes that one must have a combination of good policy, leadership, and communication for residential contact to be successful in reducing negative stereotypes, as well as discrimination.

Discrimination in race can be similarly compared to discrimination toward homosexuals. When Nelson and Krieger (1997) examined the attitudes held by college students toward homosexuals, they found a significant increase of acceptance toward homosexuals following their peer panel of interaction experiment. Although these college students were not necessarily living in the same building with each other, the direct and open interactions that the study included can be compared with that of the direct contact experienced within a residential complex. In both scenarios, researchers believed the overwhelming factor that led to the reduction of discrimination was the increased contact, both in their living quarters as well as in the classroom (Nelson & Krieger, 1997).

3. “Occupational Contact”

Occupational contact simply refers to contact that occurs between co-workers as a result of accomplishing work-related tasks. Similar to residential contact, the parties involved will have increased levels of contact as dictated by their employment duties. Allport points to research in the mid-20th century that identified various situations where those who worked with minorities had a more favorable view of them than those who did not (Allport, 1954). A main tenet of this theory points out that increased levels of acceptance results when the minority group is working on a similar level and pay scale as do those who are judging them in the majority group. To combat this, fair employment practices must be established and enforced for discrimination to be reduced (Allport, 1954, p. 274).

This theory also holds that the time it takes for contact to be initiated is critical for acceptability. If, for instance, a company quickly integrated minorities without a period of discussion prior to the move, resistance, though high at the onset would likely be short lived, with the “newcomers tolerated and respected as

soon as their merits as individuals became apparent” (Allport, 1954, p. 275). If, however, a long period of time passes before the integration, “vocal objections, threatened strikes, and other resistance would meet the management group, severely hampering the integration or derailing it entirely” (Allport, 1954, p. 275).

Support for this hypothesis exists in recent research that studied potential changes in the attitudes of heterosexuals toward homosexuals following integrated group problem-solving exercises. Grack and Richman (1996) concluded after their integration experiment that positive attitudes toward homosexuals *increased* following the assimilation of homosexual and heterosexual students who worked together to complete complex tasks that carried a reward of tangible benefits. In the context of Allport’s theory as related to racial minorities, there is evidence that workplace contact also leads to a changing of attitudes toward greater acceptance of homosexuals.

Substantial scholarly work has accumulated through the years that provide evidence to support the “contact hypothesis.” On average, the more people have contact with one another, the greater the possibility of understanding between them, which inevitably leads to increased acceptance. It is important to reiterate, though, that this theory does not apply universally and that many factors, including the type of contact and the environment, can strongly influence the level of acceptance.

D. THE NPS STUDY CONTINUES

A vast amount of writing and commentary have tracked the nearly two decades of DADT. Indeed, DADT was designed in 1993 to bridge a bitter divide between the Clinton administration and a coalition of congressional members and military leaders opposed to change. During the 17 years since the repeal though, relatively little research was able to incorporate empirical data on military members. Three particularly noteworthy exceptions stand out: two major studies by RAND, a comprehensive review by DoDs CRWG, and a series of surveys conducted at NPS that spanned DADT from start to repeal.

One common theme stands out in the results of empirical research. This is the gradual acceptance of gays in the military, which eventually supported its repeal in 2010 and removal some months later in September 2011. For example, two studies by RAND capture how the increased acceptance of homosexuals within U.S. society influenced the culture of the military. Further, evidence gathered from foreign militaries, state and federal agencies, as well as other organizations demonstrates how the sexual preferences of personnel generally become a “non-issue” over time. With solid rules and strong leadership, such matters were inconsequential within the workplace of these organizations.

In the next chapter, researchers provide a full review of the methodology used to conduct the study, including the administration of the online survey and the focus group sessions. Additionally, an examination of the demographic characteristics of the survey population and sample participants is provided and discussed.

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III. METHODOLOGY

This chapter describes the methodology used to examine Marine officer attitudes toward the repeal of “Don’t Ask, Don’t Tell” (DADT). The previous five thesis projects at NPS, summarized in Chapter II, established the general framework for the present study.

This study is the first at NPS to examine exclusively the attitudes of Marine Corps officers toward DADT. In the three previous studies, John Bicknell (2000), Alfonzo Garcia (2009), and Leo Ferguson (2011), a single survey was administered to Navy and Marine Corps officers at NPS. Since the present research is expanded beyond that of previous studies to include both a survey and focus groups, the target of this research focuses solely on Marine officers. Concurrently, a similar, expanded study focusing on Navy officer attitudes was conducted at NPS by Ryan Appleman and Peter McLaughlin (2013), with their results reported separately. Appendix B of this work does compare the 2012 survey results of both the Navy and Marine studies. It should be noted that the present study and its Navy counterpart are the first at NPS to look exclusively at the attitudes of officers *since* the repeal of DADT. To accomplish this study, researchers administered an online survey followed by three separate focus groups. The survey and focus groups are described below, followed by a demographic analysis of the officers who participated.

A. SURVEY

1. Design

The survey used in this study closely replicates the original survey, administered in 1993, and the four subsequent surveys at NPS. To properly compare and analyze the 2012 survey results with those of previous years, the wording of most questions and the scaling of responses remained the same. Since the current survey is the first administered since the repeal, certain questions from the original survey were removed as they were tied directly to

provisions of DADT at the time. The removed questions were replaced with ones designed to provide a baseline of data for analysis and future research, including questions related to expanded military benefits for same-sex couples, morale, reenlistments, unit cohesion, and training.

The survey of Marine Corps officers included a total of 59 questions and is presented in Appendix C. Of these, 40 questions remain unchanged from the previous five surveys. In addition, the current survey included 11 new questions considered to be of interest and relevance since the repeal. Six demographic questions were also asked, along with three additional questions that acknowledged the officers' consent to participate and provided an area for respondents to offer additional comments. It should be noted that the baseline 40 questions only offer the response choices of "Strongly Agree," "Agree," "Disagree," and "Strongly Disagree." A "No Opinion" response was not available to survey participants, in keeping with the original approach employed by Cleveland and Ohl (1994) to elicit a forced choice.

2. Administration

The survey was administered from November 1 through 15, 2012, via the Web-based survey tool, "SurveyMonkey¹." Prior to administration, all survey tools and questions were approved by the NPS Institutional Review Board (IRB) to ensure that participants' rights and personally identifiable information were protected.

An email invitation to participate (presented in Appendix D) was distributed on November 1, 2012, to 210 Marine officers, who comprised the entire Marine officer population physically stationed at NPS at the time of the survey. This email was disseminated utilizing an email contact list that is actively maintained by the Marine S-6 representative at NPS. The initial email was intended to make Marine officers aware of the current survey and request their participation. During

¹ SurveyMonkey is an online survey tool utilized at NPS to provide researchers a secure system to build and administer online surveys while offering participants an easy, user-friendly forum.

the first week of the survey, 63 Marine officers responded, equaling 30 percent of the entire population and 58 percent of the total survey participation.

On November 8, 2012, a survey reminder was sent out via email (Appendix E) that was intended to capture the attention of Marine officers who may have either postponed participation or missed the original invitation. As a result, an additional 35 Marine officers (approximately 31 percent of total survey participants) responded. On November 13, 2012, a final email reminder (Appendix F) was sent to request participation of any remaining officers. This final reminder generated 14 additional survey responses (approximately 13 percent of total survey participants) prior to the survey closing on November 15, 2012. In total, 112 Marine officers participated in the survey, which yields a 53 percent response rate. Out of the 112 surveys, 108 (96.4 percent) were fully completed.

Table 1 shows the number of surveys returned by date and reminder email. It is interesting to note here that approximately 64 percent of the 112 respondents participated in the survey on one of the three days that they received an informational email.

Table 1. Response Frequencies to 2012 Survey by Date of Response

Survey Request Distributed							
Date	1-Nov	2-Nov	3-Nov	4-Nov	5-Nov	6-Nov	7-Nov
Per Day	38	13	1	2	4	3	2
Total	38	51	52	54	58	61	63
Percent of Total Participation	34%	12%	1%	2%	4%	3%	2%
Initial Survey Reminder Distributed							
Date	8-Nov	9-Nov	10-Nov	11-Nov	12-Nov		
Per Day	25	9	0	0	1		
Total	88	97	97	97	98		
Percent of Total Participation	22%	8%	0%	0%	1%		
Final Survey Reminder Distributed							
Date	13-Nov	14-Nov	15-Nov				
Per Day	9	2	3				
Total	107	109	112				
Percent of Total Participation	8%	2%	3%				

Source: NPS 2012 Survey

As seen in Table 2, the response rate for the 2012 survey was 53 percent. This is well below the rate in 2004, but higher than in 1999 and 2010. It is important to note that the response rates are not shown for the two previous NPS surveys that did not include Marines.

Table 2. NPS Survey Response Rates for 1999, 2004, 2010, and 2012

Year Survey was Administered	1999 ^a	2004 ^b	2010 ^c	2012
Marine Officer Response Rates	40%	76%	47%	53%

a Bicknell, J. W. (2000). *Study of Naval officers' attitudes toward homosexuals in the military*. Monterey: Naval Postgraduate School.

b Garcia, A. E. (2009). *Naval officer attitudes toward the "Don't Ask, Don't Tell" policy*. Monterey: Naval Postgraduate School.

c Ferguson, L, III (2011). *Navy and Marine Corps officers' attitudes toward the "Don't Ask, Don't Tell" policy*. Monterey: Naval Postgraduate School.

3. Open-ended comments

The final question on the survey reads as follows: “Please feel free to share any additional comments below” (Appendix C, Question 59). These comments offered insight and assisted in identifying questions and themes to expand upon within the focus groups. Appendix J lists all responses and open-ended comments from the 2012 survey.

B. FOCUS GROUPS

1. Design/Organization/Content

Before asking survey participants for their comments, they were asked (Question 58) if they would be interested in joining a confidential focus group to discuss the repeal of DADT. The invitation was expressed as follows:

Are you interested in participating in a confidential focus group related to the repeal of DADT and unit cohesion? The focus group will expand on specific comments provided by the survey respondents and address additional points of interest. It should be emphasized that the confidentiality of all participants and their responses will be strictly protected under NPS-IRB guidelines. If you would like participate in a focus group, please contact the researchers for further information.

This served as the first request for participation and afforded the opportunity for interested Marine officers to email the researchers directly to sign-up for a focus group. An email request (Appendix G) was sent to the same 210 Marine officers in the target population on November 15, 2012, and explained the intent and goals of the upcoming focus groups, as well as the method to properly sign up. As a result, 18 Marine officers volunteered and participated in the focus group sessions.

The volunteers were divided into three groups based on the dates when they were available to attend, with adjustments made in a few circumstances. Preparation for the focus groups stemmed from particular survey questions that referenced general attitudes, leadership, openness, acceptance, training, readiness, and habitability. Appendix I provides the general framework for

organizing these questions. Additionally, researchers reviewed the responses to the open-ended question on the survey (Appendix J) to develop current themes, trends, and other pertinent topics that would be useful for expanded probing during the focus group sessions.

The goals of the focus groups were to follow-up and explore explanations for current trends as well as to provide further information for analyzing possible future trends and potential policies that may result from the repeal of DADT. Additionally, researchers endeavored to explore more thoroughly certain topics related to unit cohesion and Marine Corps readiness.

2. Administration

The three focus groups were conducted in a private classroom in Reed Hall, located on the NPS campus, from November 26 through 28, 2012, with each session lasting approximately 60 minutes. The researchers began each interview by providing a “Consent to Participate in Research” form (Appendix H) to each participant. Immediately following consent from all participants, the researchers discussed the ground rules that would be used throughout the discussion. The intent of the ground rules was to ensure participants understood the goal of the session and to foster an environment where the participants felt free to express their opinions on all matters discussed. Finally, all participants were strongly urged to be respectful and open toward others’ comments, opinions, and attitudes.

3. Transcription

Each focus group session was recorded using an NPS-issued audio device for the duration of the session. Following completion of the last focus group, all recordings were turned into the administrative office of the Acquisition Research Program (ARP), which provides qualifying NPS researchers with transcription services. Each focus group transcript contained approximately 20 pages of content, which were utilized frequently in analyzing the study results.

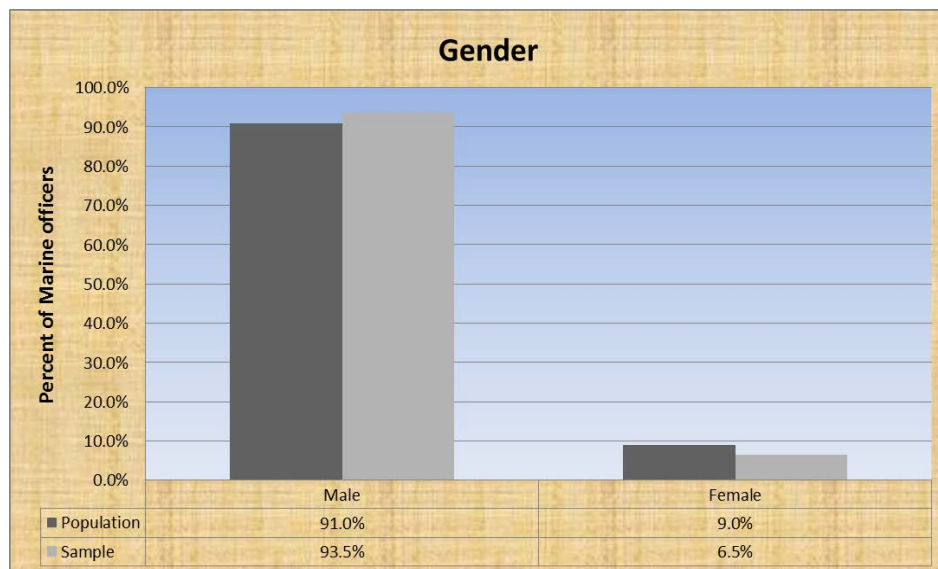
C. DEMOGRAPHICS

1. Sample size vs. Marine officer population at NPS

As previously stated, at the time of the survey, a total of 210 Marine officers were considered available to participate in the survey. Of this, a total of 112 (53 percent) Marine officers responded to the survey. In addition to the content questions, various demographic questions were included on the survey to assess the representativeness of Marine respondents and to provide additional data for analysis. The representativeness of the sample is assessed below using gender, rank (or pay grade), Military Occupational Specialty (MOS), years of service (YoS), and race/ethnicity.

a. Gender

Figure 1 shows the population vs. sample size comparison of Marine officers available for the survey at NPS by gender. Results indicate a reasonably balanced sample based on gender, although women are slightly underrepresented (6.5 percent) when compared with the target population (nine percent).

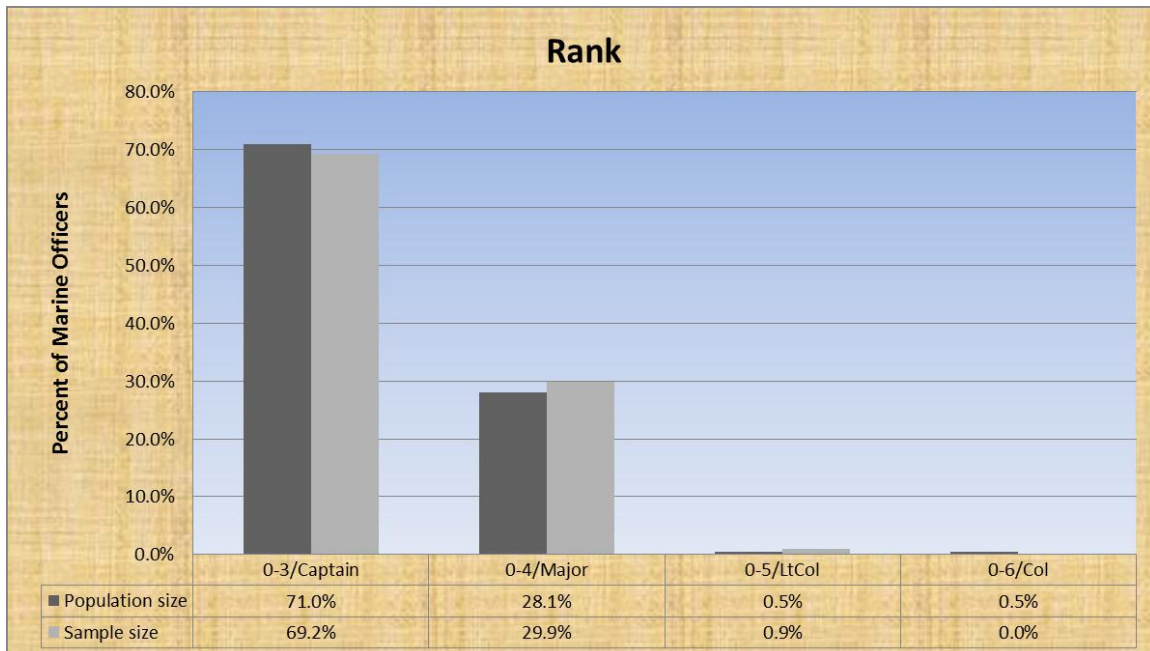


Source: Administrative office: Marine Corps Detachment, Defense Language Institute (DLI), Monterey, CA.

Figure 1. Gender Comparison of Population vs. Sample: 2012 Survey Data

b. Rank

The vast majority of the Marine officer population at NPS were Captains (O-3), followed by Majors (O-4), as displayed below in Figure 2. As seen here, the survey sample closely reflected the target population, with just a slight difference within each level.

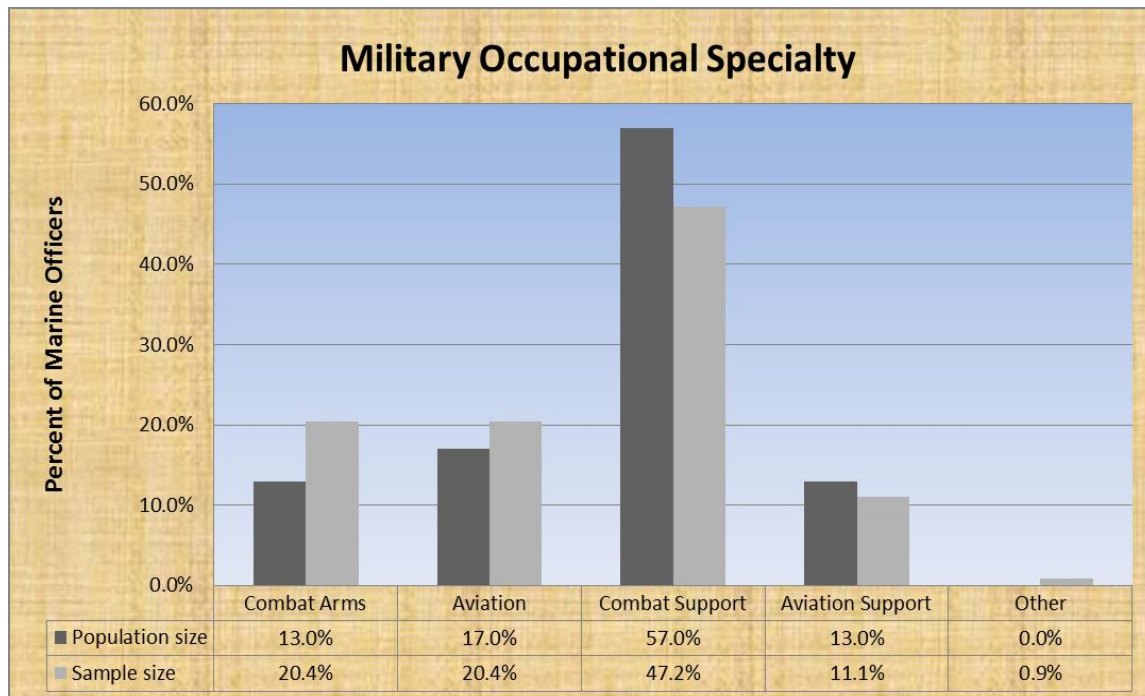


Source: Administrative office: Marine Corps Detachment, Defense Language Institute (DLI), Monterey, CA

Figure 2. Rank Comparison of Population vs. Sample: 2012 Survey Data

c. Military Occupational Specialty (MOS)

As seen in Figure 3 below, approximately 57 percent of the Marine officer population at NPS serves in the Combat Support community. The MOS communities appear reasonably represented in the sample. The greatest areas of difference are found among Marine officers in Combat Support, where the sample is somewhat underrepresented (by approximately 10 percentage points) and in Combat Arms, where the sample population is overrepresented (by approximately seven percentage points).



Source: Administrative office: Marine Corps Detachment, Defense Language Institute (DLI), Monterey, CA.

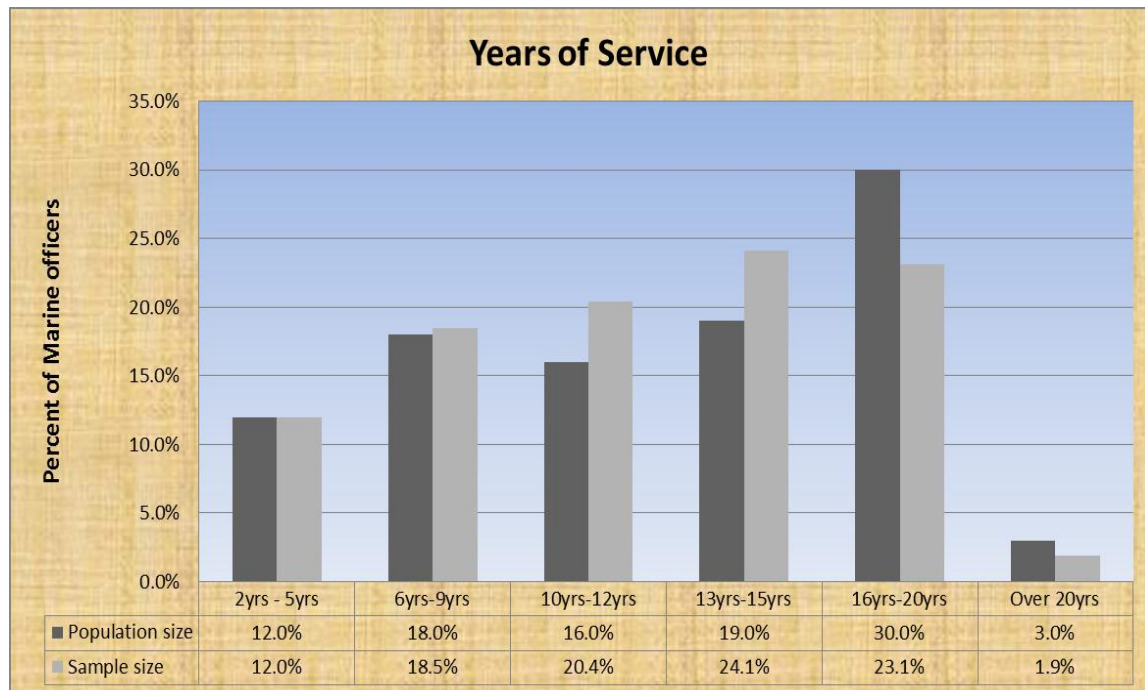
Figure 3. MOS Comparison of Population vs. Sample: 2012 Survey Data

d. Years of Service (YoS)

Figure 4 compares the NPS population of Marine officers with the survey sample based on Years of Service (YoS). No more than seven percentage points separate the population from the sample for any YoS grouping depicted in Figure 4. The largest proportion of percentage of survey participants are Marine officers with 13–15 YoS, followed closely by those with 16–20 YoS and 10–12 YoS. In all three cases, the proportions of survey participants are somewhat different than those of the target population. This suggests that the survey population is generally somewhat less experienced as Marine officers than are their counterparts in the NPS Marine officer population as a whole. This could indicate a relatively stronger interest in survey participation (and possibly the subject of the survey) by officers with mid-career experience.

It is important to note that many Marine officers who attend NPS - are commissioned after years in the enlisted force (called “prior enlisted”), so while their actual ranks overwhelmingly lie between Captain and Major (see

Figure 4), the time and experience of these officers can vary widely. This fact provides an additional point of analysis for the attitudes of officers with respect to their total YoS.

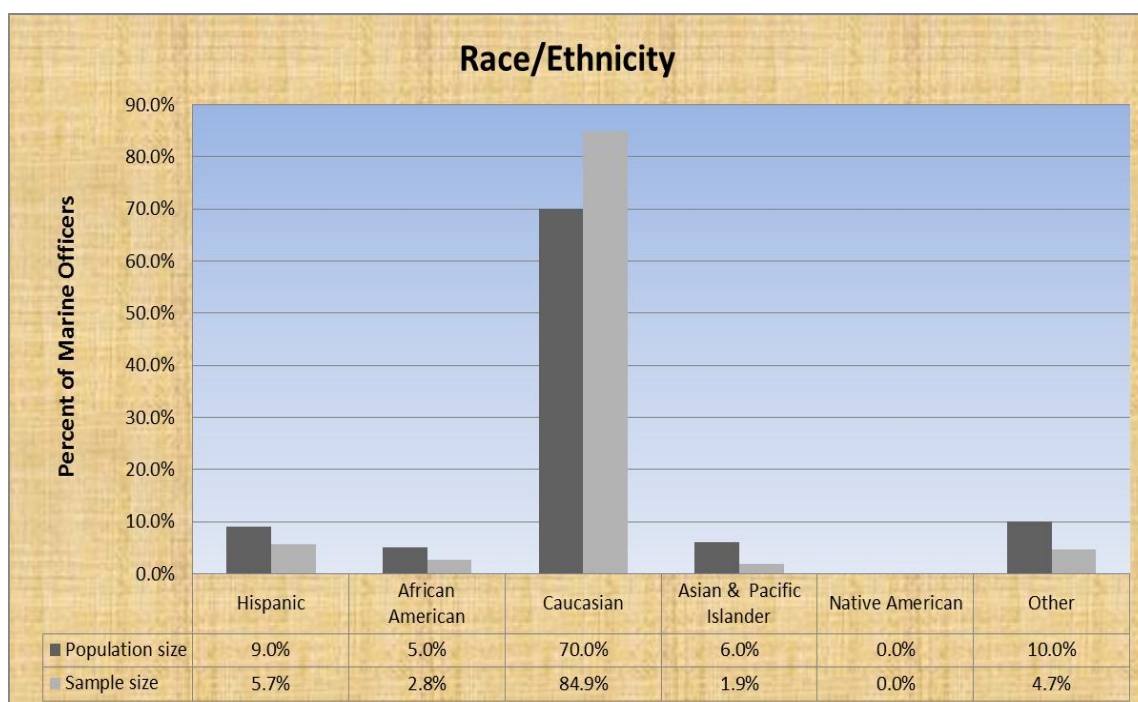


Source: Administrative office: Marine Corps Detachment, Defense Language Institute (DLI), Monterey, CA.

Figure 4. YoS Comparison of Population vs. Sample: 2012 Survey Data

e. *Race/Ethnicity*

Figure 5 compares the survey participants with the target population of NPS Marine officers based on race/ethnicity. Caucasians accounted for almost 85 percent of all survey respondents, 15 percentage points higher than that of the target population. As a result of the high level of participation by Caucasians, all other groups are relatively underrepresented among survey respondents. No clear explanation can account for these differences. Nevertheless, the survey sample includes members of all race/ethnicity groups in the target population.



Source: Administrative office: Marine Corps Detachment, Defense Language Institute (DLI), Monterey, CA.

Figure 5. Race/Ethnicity Comparison of Population vs. Sample: 2012 Survey Data

f. Conclusion

Researchers believe that the sample of respondents is reasonably representative of Marine officers at NPS. The only noteworthy exception appears to be in the race/ethnicity category; however, data on the race/ethnicity of the target population may be somewhat inaccurate, suggested by the relatively large number of officers (21 Marines—10 percent) classified as “other” in the NPS data. This could relate to the proportion of multi-ethnic persons in the target population. Additionally, the manner in which a person identifies him or herself (or is identified through the institutional data base) may be different from the survey to the automated personnel files. In any case, this potential difference, along with other demographic differences, is taken into account by researchers when analyzing the survey data.

The survey design, included with the online gathering of specific comments of participants, and the added first-hand accounts provided by three

diverse focus-group sessions, provided a solid base of data to compare and analyze. In the next chapter, researchers conduct a full review of results, including analyses of trends and themes from past research, focusing on current Marine attitudes and any differences since the actual repeal of DADT, along with a comprehensive review of focus group comments on the various topics discussed.

IV. RESULTS

A. OVERVIEW

Marine Corps officers who participated in the 2012 NPS survey tended to express tolerance toward homosexuals in the professional work environment. Nevertheless, many still had reservations about operating under the repeal of DADT, specifically with regard to privacy and habitability. These officers also tended to believe strongly that marriage is defined as the union between one man and one woman. This particular view appears to influence responses about benefits being made available to the spouses of homosexual service members. At the same time, these officers overwhelmingly agree that the current policy protects the rights of all Marines, regardless of their sexual orientation, but tend to split on views toward having a homosexual in their command. Finally, respondents believe the training they received in preparation to enact the full repeal of DADT was adequate.

In this chapter, the results of the 2012 Marine Corps officer survey are compared with recent polling of the American public and findings from prior NPS DADT surveys. To ascertain society's attitudes toward accepting homosexuals, researchers utilized various Gallup polls of American adults and then compared the results with the responses on NPS surveys, including the results of the present study. Previous NPS surveys of Marine Corps officers were administered by Major John Bicknell (USMC) (2000), followed by LT Alfonzo Garcia (2009), and Captain Leo Ferguson III (USMC) (2011). Additionally, the discussion of results incorporates comments and observations obtained from focus group sessions to better understand the views of Marine Corps officers.

Researchers focused on five subcategories to compare public views with those of Marine officers. These subcategories include: homosexuals serving openly in the armed forces; the moral acceptability of homosexuals; same-sex marriage; same-sex marriage benefits; and whether homosexuality is mainly

inherited or due primarily to a person's environment. Next, researchers analyzed an additional six subcategories to provide a holistic representation across major areas of interest within the Marine Corps. These include: Policy, Unit Cohesion, Leadership, Tolerance, Unit Effectiveness, and Military Readiness. Researchers also compared the responses on numerous survey questions from the 2012 survey by the two demographic areas that contained the most variance: Years of Service (YoS) and Military Occupational Specialty (MOS). Additionally, responses and feedback from individual survey comments and three independent focus groups were utilized throughout to expand upon the results and further analyze observed trends. Finally, the authors provide a separate section to furnish an overall view of the issues that were discussed across the three focus groups, with emphasis on those considered most relevant to the Marine Corps.

B. DIFFERENCES BETWEEN US MARINE CORPS OFFICERS AND SOCIETY (1999–2012)

It is important to keep in mind that Marine officers come from the civilian sector of society and, when not deployed, they interact with civilians on a daily basis. As such, researchers sought to analyze how the views of the American public compare with those of Marine officers regarding sexual orientation and interaction both within and outside the workplace. To accomplish this, the authors turned to surveys conducted by Gallup, a widely recognized polling service with roots dating back to 1935 (Gallup, n.d.). Further, selected Gallup polls contain questions that are similar to those asked on the NPS surveys. These comparisons offer a basis for understanding how the organization's culture and the beliefs of its members relate to those of the host society.

1. Homosexual Service in the Armed Services: Marine Officers vs. Society Opinions (2004–2012)

The question of whether homosexuals should be allowed to serve openly in the U.S. military is strictly academic at this point, since DADT formally ended

on September 20, 2011 (Lee, 2010). Nevertheless, it is still useful to analyze how Marine officers feel about issues related to the policy, as these officers are responsible for leading and serving alongside openly gay service members.

A search of Gallup's archives did not reveal any surveys conducted since 2010 on the question of whether the American public favors or opposes allowing homosexuals to serve openly in the U.S. military. This is most likely due to the fact that, since DADT was repealed, no major action or policy proposal has been presented to bring it back, so the issue is no longer considered relevant. It is important to note that the Republican national platform for the 2012 Presidential election included language supporting a return to the DADT policy and for a traditional definition of marriage (Bolton, 2012). This gives a sense that the issue itself is still rather controversial nationally and across political lines.

In November of 2004, when Gallup asked the American public if gays should be allowed to serve openly in the U.S. Armed Forces, 63 percent of adult Americans responded affirmatively (Gallup, 2010). This level of approval increased to 70 percent in May 2010 (see Table 3). It should be noted that any polls prior to December 2010 were conducted when the future of DADT was still somewhat uncertain.

A similar question was asked of Marine officers at NPS in 2010 and 2012. As seen in Table 3, the proportion of Marine officers agreeing that gays should be allowed to serve openly was roughly the same (57 percent) in both years; however, Table 3 does not show that the proportion of agreement actually intensified considerably from 2010, when 15 percent of Marines agreed strongly, to 2012, when strong agreement doubled to 28 percent (see Appendix A, Question 16). While two surveys do not provide enough data to establish a trend, the shift to stronger support on this one question is particularly noteworthy, since it establishes a Marine officer's fundamental view toward the policy. A comparison with the attitudes of Navy officers (Appleman & McLaughlin, 2013) on this same question shows a much closer alignment to the results from Gallup,

with approximately 73 percent agreeing with open service for homosexuals in 2012 (Appendix B, Question 16).

Table 3. Percentage of Persons Supporting Open Homosexual Service in the Military: Comparison of Marine Officers and Society (2004–2012)

Question 16. Gays and Lesbians should be allowed to serve openly in our military? ^a (Percent who Strongly Agree and Agree)		
Gallup. Do you favor or oppose allowing openly gay men and lesbian women to serve in the military? ^b (Percent who agree they should be allowed)		
Year	USMC ^a	Society ^b
2004	N/A	63%
2010	57.2%	70%
2012	57.5%	N/A

^a Marine NPS survey: Questions and percentages found in Appendix A.

^b Gallup. (2010, May 10). Gallup Polls. Retrieved Jan 12, 2013, from Gallup.com:

<http://www.gallup.com/poll/127904/broad-steady-support-openly-gay-servicemembers.aspx>.

2. Moral Acceptability of Homosexuals: Marine Officers vs. Society Opinions (2001–2012)

The perceived “morality” of the homosexual lifestyle is an issue that has historically trended toward increased acceptance by the American public (Saad, 2010). This understanding can be seen in a Gallup poll question on the “moral acceptability” of gay or lesbian relations, as seen in Table 4. In 2012, according to Gallup, 54 percent of American adults said they believed gay and lesbian relations were “morally acceptable.” This compares to just 40 percent who agreed with the question in 2001 (Gallup, May 14, 2012).

Table 4. Percentage of Persons who Believe Homosexuality is Morally Acceptable: Comparison of Marine Officers and Society (2004–2012)

Question 11. Gays and lesbians should be tolerated in our society? ^a (Percent who Strongly Agree and Agree)		
Gallup. Do you personally believe gay or lesbian relations are morally acceptable or morally wrong? ^b (Percent who find homosexuality morally acceptable)		
Year	USMC ^a	Society ^b
2004	N/A	40%
2010	84.8%	52%
2012	87.0%	54%

^a Marine NPS 2012 survey: Questions and percentages found in Appendix A.

^b Gallup. (2012, May 14). Gallup Polls. Retrieved Feb 1, 2013, from Gallup.com:

<http://www.gallup.com/poll/154634/Acceptance-Gay-Lesbian-Relations-New-Normal.aspx>

No similarly worded question was asked of Marine officers in the NPS surveys. Nevertheless, in 2010 and 2012, Marines were asked if “gays and lesbians should be tolerated in our society” (see Appendix A, Question 16). Table 4 shows that the responses to this question were overwhelming toward increased tolerance, with agreement at well above 80 percent in both years. It can be said that tolerance and morality are quite different, since conceptions of morality may be normative or descriptive and refer to some distinct notion of “right” and “wrong” behavior. At the same time, tolerance could imply personal or social acceptance of what the respondent might actually believe is immoral behavior, but allowable due to equity, fairness, legality, and separation of church and state, or some other basis. In this sense, one would expect the higher agreement of respondents, with the broader concept of tolerance by society rather moral correctness, and this is apparent in the responses by Marine Corps officers.

Strong feelings on the question of morality surfaced during the focus group discussions. It must be noted that, since focus group participants self-selected (see Appendix G), it is not unusual for them to have strong opinions on both sides of specific topics. A few Marines strongly supported the repeal of

DADT and felt it was the right thing to do, while a few were strongly opposed to it. The possible influence of prevailing social norms could be found in the comments of one focus group participant, who stated that “the repeal was absolutely the right thing to do, and I believe the Marine Corps has been lagging behind [society] on this issue.” Conversely, a strong opponent of repealing DADT based his position largely on religious grounds, stating that, “as a Christian, I believe what the Bible says, and the Bible says that homosexuality is wrong.”

One additional concern, related to morality and tolerance, was a belief that the Marine Corps, along with society, is being overtaken by a prevailing attitude of “moral relativism.” While this term has been defined in numerous ways, perhaps the best definition is provided by Stanford University’s *Encyclopedia of Philosophy*, which states that “moral relativism is connected with a normative position about how we ought to think about or act towards those with whom we morally disagree, most commonly that we should ‘tolerate’ them” (Gowans, 2012). The Marines who acknowledged this point of view expressed a belief in equal rights, but saw society’s trend toward moral relativism as a cause for the degradation of Marine Corps core values and in conflict with some traditional moral standards. Along this line, one officer stated in part:

I believe homosexuality is wrong [but] I believe in civil rights and the need to treat others fairly and equally. I hope that I will not treat homosexuals differently than heterosexuals, but that I treat my Marines in regard to their performance.

While there were strong opinions on the “morality” of homosexuality among a few officers, a significant portion were not particularly passionate on either side of the issue. In general, these officers felt that, although they held their own moral views, they were charged to execute policy (orders) as directed by their leaders, and that it was their duty to execute these orders to the best of their ability. As one officer remarked:

First and foremost, we are all Marines, we are all officers, and the one thing we hold ourselves to is to follow orders. If we are told to do it [mission], we are going to do it, and we are going to do it right.

Along these same lines, in the “open-ended comments” section of the survey, another officer stated, “I feel like Marines don’t care about your sexual orientation, so long as you are dependable” (Appendix J, para. 4), while another noted, “I don’t like homosexuality, but I am a professional and will execute the mission under the conditions dictated by the Marine Corps without my personal beliefs altering my conduct or performance” (Appendix J, para. 22). This sentiment was reiterated by another officer who wrote in part:

There were already homosexuals serving in the unit and just about everyone knew who they were. No one cared as long as they carried their weight and did their job (Appendix J, para. 20).

This theme was repeated in response to other focus group questions as well. In general, it was clear during the sessions that these officers know they are required to carry out their orders, and they will do it to the best of their ability.

3. Same-Sex Marriage: Marine Officers vs. Society Opinions (1996–2012)

Discussions over the validity, legality, morality, and acceptance of same-sex marriage have expanded in recent years, with an increasing number of advocates calling for full and equal marriage rights nationwide. Evidence of its growing importance as a national issue can be seen in the U.S. presidential debates of 2012 as well as an indirect reference to it by President Obama in his Second Inaugural Address, where he stated: “Our journey is not complete until our gay brothers and sisters are treated like anyone else under the law” (The White House, 2013, January, 21, para. 22). In fact, as of November 2012, nine states and the District of Columbia have legalized same-sex marriage, with other states proposing ballot initiatives on the issue (Eckholm, 2012).

In September 1996, not long after the introduction of DADT, the Defense of Marriage Act (DOMA) became law, binding the federal government to only recognize marriage between one man and one woman (GovTrack.us, n.d.). This was in part a response to public polling, which at that time reported that only 27 percent of the American public felt marriage between homosexuals should be

recognized as legally valid and with the same rights as a traditional marriage (Gallup, May 8, 2012).

American public opinion has actually been tracked rather closely regarding both the legality and morality of same-sex marriage. For instance, in a 2004 poll, Gallup found that 40 percent of the public believed same-sex marriage was morally acceptable (Gallup, May 14, 2012), which was only two percentage points less than the proportion of people who felt that same-sex marriage should be legal (Gallup, May 8, 2012). The same two questions were asked by Gallup again in 2012, with 54 percent of respondents believing same-sex marriage was moral (Gallup, May 14, 2012), and 50 percent believing it should be legal (Gallup, May 8, 2012).

As seen in Table 5, Marine Corps officer attitudes have also trended toward acceptance, with 33 percent responding in 2004 that homosexuals should have the same right to marry as do heterosexuals (Question 38). This proportion increased to 47 percent in the 2012 survey. Although the wording of this question is more direct than that of the Gallup poll question presented in Table 5, it does provide a reasonable means for comparing the views of officers with those of the American population. On the Gallup question asking if marriages between same-sex couples should or should not be recognized by the law as valid, with the same rights as traditional marriages (Table 5), American adults were split equally and nearly matched the views of Marine officers.

Table 5. Percentage of Persons who Believe Homosexual Marriages Should be Recognized in the Same Way as Heterosexual Marriages: Comparison of Marine Officers and Society (2004–2012).

Question 38. Homosexuals should have the same right to marry as heterosexuals? ^a (Percent who Strongly Agree and Agree)			
Question 43. The definition of marriage is the union of one man and one woman? ^b (Percent who Strongly Agree and Agree)			
Gallup: Do you think marriages between same-sex couples should or should not be recognized by the law as valid, with the same rights as traditional marriages? ^c (Percent who believe it should be valid)			
Year	USMC ^a	USMC ^b	Society ^c
2004	33.3%	N/A	42%
2010	44.0%	N/A	44%
2012	47.2%	71.4%	50%

a, b Marine NPS 2012 survey: Questions and percentages found in Appendix A.

c Gallup (2012, May 8) Gallup Polls. Retrieved Feb 1, 2013, from Gallup.com:

<http://www.gallup.com/poll/154529/Half-Americans-Support-Legal-Gay-Marriage.aspx>

One additional question was included in the 2012 survey, asking if officers believed that the legal definition of marriage was “the union of one man and one woman” (Question 43). When only asking about the strict definition of marriage, 71 percent of Marine officers agreed. Across the three focus groups, however, the level passion expressed about this definition as set forth in DOMA did not rise to what would be expected by the response to question 43. In fact, little concern on the actual definition of marriage was denoted. While one officer did directly comment in the survey that “DOMA needs to be repealed” (Appendix J, para. 2), more concern was actually expressed about managing administrative functions with regard to benefits afforded same-sex couples (discussed in part four of this section). Of additional note, no focus group participants expressed any concern with civil unions.

4. Same-Sex Marriage and Benefits: Marine Officers vs. Society Opinions (2000–2012)

After the repeal of DADT, questions relating to benefits available to the spouses of same-sex service members began to gain more attention. As previously discussed, DOMA established a legal definition of marriage as the union of one man and one woman. As a result of this law, some benefits provided by current DoD policy to the spouses of heterosexual service members do not apply to spouses of homosexual service members (SLDN, 2011). Due to this apparent disparity in equal treatment, researchers sought to analyze public polling conducted on the question of whether same-sex couples should be entitled to the same benefits available to their heterosexual counterparts.

In 2009 and 2012, Gallup polling asked about employee health insurance benefits for gay and lesbian domestic partners or spouses. As seen in Table 6 below, two-thirds (67 percent) in 2009 and 77 percent in 2012 believed that there should be health insurance and other employee benefits for gay and lesbian domestic partners or spouses (Gallup, December 17, 2012). Similar questions were asked of Marine officers in the NPS surveys conducted in 2004, 2010, and 2012. In 2010, Leo Ferguson presented the same question from 2004, asking participants, whether the dependents of homosexual service members should be entitled to the same benefits as heterosexuals, “if homosexuals were allowed to serve openly” (Ferguson, 2011). Ferguson found that 70 percent of Marine officers supported providing entitlements to the dependents of homosexuals under this condition. In 2012, this survey question was updated to reflect the fact that DADT had been repealed. Researchers asked if same-sex “spouses” should receive the same benefits as heterosexual spouses. As seen in Table 6, 53 percent of Marine officers agreed that benefits should be provided equally to the spouses of homosexual service members. This represents a drop of nearly 20 percentage points from the results of the similar question asked in 2010.

Table 6. Percentage of Persons who Believe a Homosexual Spouse Should Have the Same Benefits as a Heterosexual Spouse: Comparison of Marine Officers and Society (2004–2012)

Question 44. Same-sex spouses of homosexual service members should be entitled to the same benefits provided to the spouses of heterosexual service members? ^a (Percent who Strongly Agree or Agree)			
Question. <i>(Survey conducted in 2004 & 2010 only)</i> . If homosexuals were allowed to serve openly, their dependents should be entitled the same benefits provided to dependents of heterosexuals? ^b (Percent who Strongly Agree or Agree)			
Gallup. Do you think there should or should not be health insurance and other employee benefits for gay and lesbian domestic partners or spouses? ^c (Percent who believe there should be)			
Year	USMC ^a	USMC ^b	Society ^c
2004	N/A	63.8%	N/A
2010	N/A	70.4%	67% ⁽²⁰⁰⁹⁾
2012	53.3%	N/A	77%

^a Marine NPS 2012 survey: Questions and percentages found in Appendix A

^b Marine NPS 2004/2010 survey: Garcia, A. E. (2009). Naval officer attitudes toward the “Don’t Ask, Don’t Tell” policy. Monterey: Naval Postgraduate School & Ferguson, L, III (2011). Navy and Marine Corps officers’ attitudes toward the “Don’t Ask, Don’t Tell” policy. Monterey: Naval Postgraduate School.

^c Gallup (2012, December 17) Gallup Polls. Retrieved Feb 1, 2013, from Gallup.com:

<http://www.gallup.com/poll/159272/americans-favor-rights-gays-lesbians-inherit-adopt.aspx>

One possible explanation for this seeming reversal of trend is that, in respect to DoD policy, the term “dependent” includes children, relatives, and parents, as well as spouses (SLDN, 2011). For example, it is conceivable that Marine officers who responded to the question in the 2004 and 2010 surveys preferred to be on the side of ensuring that dependent children receive benefits. Conversely, the question in 2012 specifically identifies only “spouses” as opposed to “dependents.” Support for this explanation was found in focus group discussions that addressed this topic. Generally, participants felt that there was some inherent unfairness in not providing equal benefits to same-sex spouses in the Marine Corps; however, this was tempered by a strong belief among participants that “marriage” should be only between a man and a woman. One participant, for example, expressed this view regarding base housing:

With base housing and stuff [similar benefits] like that, you know it's almost like a separate but equal thing; like hey; you guys [homosexuals] are technically equal, but not really. It gives heterosexual couples more of a financial benefit and the availability of "with dependent" housing.

Another participant stated that "in general, DoD promotes marriage of its service members based on the additional pays and benefits married couples receive." This view was expressed among the focus groups, along with the concern by a few participants that, if equal benefits were made available, one might see some same-sex Marines marry mainly to receive additional benefits; however, this latter view was not shared widely, as the same issue could also apply to heterosexual couples. Finally, there was no disagreement, that certain other dependents of a homosexual Marine, specifically children, should be eligible for benefits as dictated by current "for dependents" policy (SLDN, 2011).

5. Origins of Homosexuality (Genetics vs. Environment): Marine Officers vs. Society Opinions (1977–2012)

The extent to which homosexuality is primarily a genetic characteristic or determined mainly by one's environment remains unresolved in the scientific literature. According to a Council for Responsible Genetics (2009) report, evidence suggests that both may play a role in whether or not a person is homosexual. This particular topic is of interest, since it is believed that society's tolerance or acceptance of homosexuality is linked with whether people see it as genetically determined or primarily a matter of choice. Thus, Gallup has asked a related question in numerous polls since 1977, with interesting results. As seen in Table 7, starting in 1977, 13 percent of American adults believed that people are born with homosexual traits, while 56 percent believed it is due to their upbringing and environment (Gallup, May 14, 2012). Over time, opinions gradually shifted. By 2001, respondents were split equally, with an additional 20 percent undecided. Since then, responses have remained similarly divided, with the latest poll in 2012 still showing that 40 percent believe homosexuality is an inherited trait, while 35 percent believe it is due to environment, and 25 percent are undecided (Gallup, May 14, 2012).

Table 7. Percentage of Persons Believing that Homosexuality is a Genetic Trait Individuals are Born With: Comparison of Marine Officers and Society (1977–2012)

Question 4. Homosexuals are born that way? ^a (Percent who Strongly Agree and Agree)				
Question 5. Homosexual orientation is learned through society interaction and can be changed by will? ^b (Percent who Strongly Agree and Agree)				
Question 26. Being gay or lesbian is likely a genetic or biological trait? ^c (Percent who Strongly Agree and Agree)				
Gallup. In your view is being gay or lesbian something a person is born with, (or) due to factors such as upbringing and environment? ^c (Percent who believe it is something they are born with)				
Year	USMC ^a	USMC ^b	USMC ^c	Society ^d
1999	34.8%	50.8%	N/A	34%
2004	45.1%	47%	N/A	37%
2010	59.8%	39.2%	53.3%	36%
2012	47.2%	42.6%	50%	40%

^{a b c} Marine 2012 NPS survey: Questions and percentages found in Appendix A

^d Gallup. (2012, May 14). Gallup Polls. Retrieved Jan 12, 2013, from Gallup.com:

<http://www.gallup.com/poll/154634/Acceptance-Gay-Lesbian-Relations-New-Normal.aspx>

When this question was first asked of Marine officers in 1999, the proportion of those who felt that “homosexuals were born that way” (35 percent) was quite similar to the corresponding responses by American adults on the Gallup poll. By 2012, over 47 percent of Marine officers believed this was the case; however, this was approximately 13 percentage points less than the 60 percent who answered in the affirmative in 2010. This result is somewhat offset by the response to question 26, which asks if “being gay or lesbian is a genetic or biological trait.” To this question, one that implies the same concept as question four, officers answered in the affirmative by 53 percent in 2010 and 50 percent in 2012. The authors speculate that this difference is partially due to question wording, with question 26 being more specific in content. When comparing these two results and the responses on question five (which asked Marines if homosexual activity was learned through society interaction and can be changed

by will), the trend remained the same, with nearly 51 percent believing this in 1999 and 43 percent in 2012. Similar to question four, there was a slight reversal in trend (three percentage points) from 2010; however, it is safe to assume that, in 2012, on average, about half of the officers surveyed felt that homosexuality is something caused by genetics or biological traits.

These results are especially interesting, because in many other questions relating to acceptance of homosexuality, Marine officers' attitudes tend to lag behind those of the public. To this point, one officer wrote in the open comments section of the survey that "I believe homosexuality to be an intrinsic property, in that a person does not choose to be homosexual any more than they choose to be heterosexual" (Appendix J, para. 21). In 2012, Marine officers believed that that homosexuality was an inherited trait by 10 percentage points more than the public did. While this question isn't tied directly to acceptance of the homosexual lifestyle, it does suggest that nearly half of the Marine officers see homosexuality as predetermined at birth; and, believing that it is not a "lifestyle choice" would likely encourage acceptance.

This topic was addressed in two of the focus groups, with the general impression mirroring the results of survey questions four and five of the 2012 survey (see Appendix A). A few participants made it known that they didn't really know the roots of homosexuality, and that it really didn't matter to them with regard to operating under DADT. To this point, one officer stated, as part of a larger conversation on the effects of the DADT policy: "If you say this [homosexuality] is a choice or whether you say this [homosexuality] is naturalistic or they [homosexuals] were born that way, it was the behavior that could result in you [LGB Marine] getting kicked out." The bottom line for these Marines was that it was the *act* of homosexual behavior, not the *reason* for the act, that most affected their lives in the Marine Corps under DADT.

C. TREND ANALYSIS: MARINE OFFICERS' ATTITUDES OVER A FOURTEEN-YEAR PERIOD

1. Overview

This section examines six categories and their applicable questions, most of which have been asked consistently in the NPS surveys to determine attitudes toward specific aspects of DADT. These categories include the following: Policy, Unit Cohesion, Leadership, Tolerance, Unit Effectiveness, and Military Readiness. The results of the past four surveys, administered from 1999 to 2012, and discussions related to these categories in the 2012 focus groups, support identifying trends and providing applicable data to Marine Corps policy makers.

2. Policy

As previously discussed, over the past 20 years, DoD policy on homosexuality has moved from one of a total ban to the compromise known as DADT to one of open acceptance. Over the past 14 years, Marine officers surveyed at NPS have shown an increasing acceptance of having homosexuals serve openly within the Marine Corps. When John Bicknell (2000) administered the first survey to Marine officers in 1999, he found strong opposition to “full acceptance” of gays among the survey respondents. In the 1999 survey, as Table 8 shows, 78.4 percent of Marine officers agreed with the statement that “full acceptance of homosexuals sends the wrong message to society” (Bicknell, 2000). Agreement with this statement declined in each succeeding survey, and eventually to less than 40 percent by 2012. The responses to this question have mirrored the policy changes over time, although it should be noted that many Marine officers have continued to express their concerns about DADT during the post-repeal period.

Table 8. Trend Analysis: Attitudes of Marine Officers Regarding Homosexual Policy: Comparison of Marine Officers (1999–2012)

Questions ^a (Percent who Strongly Agree and Agree)	MAR 1999	DEC 2004	NOV 2010	NOV 2012
2. Full acceptance of homosexuals in the military sends the wrong message to the rest of society.	78.4%	57.8%	42.2%	39.8%
6. The difference between sexual conduct and sexual orientation are clearly defined and I can distinguish the two.	64.4%	82.4%	87%	90.6%
15. The current policy protects the rights of all Marines, regardless of sexual orientation.	64.9%	59.8%	67.4%	80.2%
18. The current policy is good for national defense.	26.7%	44.1%	71.4%	52.8%
33. On the whole, I like the current policy better than the old policy.	20.3%	36.3%	53.3%	42.9%
35. The current policy has the effect of encouraging homosexuals to make unwanted sexual advances.	16.2%	6.9%	19.6%	27.4%
41. The repeal of DADT was the correct course of action for the Department of Defense.	N/A	N/A	N/A	48.6%

^a Marine 2012 NPS survey: Questions and percentages found in Appendix A

It is important to observe that survey questions 15, 18, 33, and 35 all reference the “current policy.” Respondents to the previous three surveys answered these questions when DADT was the “current policy.” To maintain consistency across surveys, the questions were left intact, even though the “current policy” in 2012 had obviously changed from that of the previous surveys. Overall, the results displayed in Table 8 reveal a trend of acceptance through the policy change; however, this finding does not apply to all of the issues addressed by the surveys since 1999.

The responses to both questions six and 15 follow the trend of continued acceptance of homosexuality. Question six relates partly to Marine Corps training in the sense of officers understanding the difference between sexual orientation and conduct. In 1999, when understanding the difference between sexual orientation (not subject by itself to discharge under DADT) and conduct (subject to discharge under DADT), 64 percent of Marine officers agreed that they could distinguish between the two. Fourteen years later, over 90 percent said that they

could determine the differences. In 2012, without DADT, it would appear that Marine officers are saying a person's sexual orientation does not necessarily influence the person's conduct. This would be a somewhat different interpretation than applied previously, when conduct and orientation were actually defined specifically and separately under DADT policy.

Question 15 asked if "the current policy protects the rights of all Marines, regardless of sexual orientation." Responses to this question, as shown in Table 8, highlight an overwhelming belief, held by 80 percent of Marine officers surveyed in 2012, that the current policy (no DADT) is fair and equitable for everyone. Just two years prior, under DADT, 67 percent of Marine officers believed this was the case. It is interesting to note that when Appleman and McLaughlin (2013) asked the same question of Navy officers in 2012, their agreement was four percentage points lower (76 percent) than Marine officers (Appendix B).

Despite the finding that eight out of 10 officers see the post-repeal policy as protecting service members' rights, just over half (53 percent) feel that the repeal was good for national defense (Question 18). Prior to the repeal, in 1999, 26.7 percent of the survey respondents believed that DADT was good for national defense. In late 2010, after it became clear that Congress would likely vote soon on a proposal to repeal DADT, 71.4 percent of Marine officers apparently registered their own "vote" to keep DADT by affirming that the "current policy" (DADT) was good for national defense. The same mindset likely influenced responses to question 33, which asked, "On the whole, I like the current policy better than the old policy." As seen in Table 8, during the period from 1999 to 2010, the proportion of respondents who liked the "current policy" (DADT) rose from 20.3 percent to 53.3 percent. Following the repeal, the proportion of officers who liked the "current policy" decreased by about 10 percentage points to 42.9 percent.

One additional question remained in the survey to track any changes of attitude post-repeal. Question 35 asked if officers agree that the "current policy"

encourages homosexuals to make unwanted sexual advances. Agreement with this statement spiked in 2010, when nearly 20 percent of Marine officers thought the policy encouraged unwanted behavior. Post-repeal, the proportion of officers who agreed with the statement increased again to 27 percent. This apparent increased concern, coming at a time when DADT was being phased out, suggests a somewhat heightened apprehension about the change in policy possibly related to the issue of privacy and habitability in a post-repeal Marine Corps. This is understandable, as these officers are charged with ensuring that good order and discipline is maintained and that sexual harassment and assaults are kept to a minimum.

Finally, a new question was introduced in the 2012 survey that asked Marine officers if “the repeal of DADT was the correct course of action for the Department of Defense” (Question 41). Less than 50 percent of Marine officers felt that it was the correct course, and a similar level of support (or lack of support) was reflected in the views of focus group participants. This question is admittedly very open to interpretation, and officers answering it chose to agree or disagree based on whatever issue is most important to them. The following montage of focus group responses helps to explain the reasons why Marine officers felt this way.

Of those who didn’t agree with the repeal, some believed that it was strictly a political issue and not actually tied directly to improving military readiness (discussed in section seven). As one focus group participant stated:

I believe it [the repeal] was a political agenda. Why all of a sudden do you need to repeal DADT? It’s just going to allow people to openly express themselves now. This was just an agenda that an administration can put their name to.

Another officer expressed a similar view:

It seems like this whole repeal was a political gesture to gain favor in an election [2008]. The only “positive” was that it did outreach to the gay community, but they are less than one percent of the population, so they are not going to have an effect on readiness.

They are not going to improve the military by allowing serving openly.

Of note, according to recent Gallup polls, the proportion of the U.S. population who report themselves as being LGBs is 3.5 percent (Gates & Newport, 2013).

Along these same lines, a few officers felt that the repeal did not increase military readiness. As one officer stated, “I don’t think it [the repeal] is going to increase readiness or retention.” Another officer with a similar view stated:

I don’t think that repealing DADT was good. I don’t think the benefit of repealing is overwhelmingly positive. There isn’t any huge bump in retention.

The more prevalent reasons why some officers said they disliked the repeal relate to the added administrative burden of training for the force, concerns about berthing and privacy in the barracks, and addressing unresolved benefits issues. One officer summed up the feelings of several others on this theme: “It’s yet another thing [training] that adds to the list of pre-deployment training, wickets, and all the other stuff we have to do.”

It is important to keep in mind that Marine officers were split almost evenly on this question. Half of the officers believed the repeal was good and a justified course of action. They believed that lifting restrictions on gays opened up the military to otherwise qualified persons and expanded the pool of potential recruits, which ultimately helps the Marine Corps. One officer remarked in the “open-comments” portion of the survey that he believed “allowing homosexuals to serve openly in the Marine Corps will only serve to allow a greater number of equally qualified Americans to serve their country” (Appendix J, para. 26). Further, there was a sentiment that the Marine Corps needs to be more accepting and accommodating. One officer who expressed support for the repeal stated in part:

I feel that it [repeal] was actually a good thing. I don’t think that it was necessarily overdue. I don’t think it was too early either; I think

it was about the right time as far as the evolution of the decision goes.

Another officer from a different focus group expressed a similar belief:

I think that the repeal of DADT was absolutely the right thing to do and the Marine Corps is lagging behind [society] and we [officers] should be leaders in making right choices.

A third officer approached this question from a different angle, telling the group that he was against repealing DADT for a very long time, until he learned that his sister was gay. He pointed out that she didn't want to come out and tell people she was gay and that it was very hard to live that way. Because of this, he had "evolved" on the issue and was no longer against the repeal. A similar view was expressed in the "open-ended" comments section of the survey:

As a service member with a sibling [also a service member] who is a homosexual, I can attest to the fact that having to keep that secret as a service member is a heavy burden and is problematic. (Appendix J, para. 11)

Another officer addressed concerns that the repeal would lead to drops in recruiting and retention by pointing out that the Marine Corps was actually going through a mandated reduction in manpower, so there would be no way of knowing if the repeal were causing voluntary separations. Still another officer asserted, "it [the repeal] isn't going to have any effect on retention or readiness at all."

One additional thought that surfaced during the focus group sessions was whether or not DADT actually promoted lying, a breach of Marine Corps ethics. Another officer pointed to the fact that homosexuals had to "stay in the closet" and not be truthful about their lifestyle or risk being separated. He went on to say, "I agree that it [DADT] encouraged people to lie and that, in and of itself, is contrary to our core values." He also elaborated that he supported the repeal and that it was long overdue.

Finally, a few participants didn't really care about the repeal one way or another and just wanted to get on with their work. In one response, noted in

Appendix J, a Marine wrote: “I don’t care about someone’s orientation. I care about how well they perform their job and act while on or off duty” (Appendix J, para. 31). Another officer’s comment captured the sentiment of those in the middle: “You know, in my company, the repeal of ‘Don’t Ask, Don’t Tell’ really became ‘Don’t Ask, Don’t Care!’”

3. Unit Cohesion

Unit cohesion is an important concept in the military and has been studied extensively over the years. One influential definition cited by military leaders can be found in Henderson’s 1985 book, *Cohesion: The Human Element in Combat*. In it, Henderson writes:

Cohesion exists in a unit when the day-to-day goals of the individual soldier, of the small group with which he identifies, and of unit leaders, are congruent with each giving his primary loyalty to the group so that it trains and fights as a unit with all members willing to risk death and achieve a common objective. (Henderson, 1985, p. 4)

In the military, maintaining cohesion has historically been seen as critical to the ability of the force to effectively conduct its operations. This subject was prominent in the debate preceding the repeal of DADT, and various questions were posed to determine the effect of such a policy change on cohesion (DoD, 2010).

Researchers asked numerous questions in the 2012 survey to determine Marine officers’ attitudes concerning the effects of eliminating DADT on unit cohesion. One key question that was tied to the overall subject of unit cohesion asked if “allowing homosexual personnel within the Marine Corps can cause the downfall of good order and discipline” (Question 9). As displayed in Table 9 below, when Marine officers were first surveyed at NPS in 1999, 85 percent of respondents agreed with the question. In subsequent surveys, the percentage of respondents who agreed continuously decreased, with the most recent survey exhibiting only 44 percent support. While survey results indicate a solid trend

toward a “softening” of views on the perceived negative effects of homosexuals serving openly in the Marine Corps, this feeling was not universal. One officer indicated in the survey response section that, as a Company Commander, he/she saw the openness with which some expressed their homosexuality as having an effect on the units’ “good order and discipline” (Appendix J, para. 18). It is an important distinction to make, however, that this officer referred to specific “actions” taken by these homosexuals, not the fact that they “were” homosexuals. It is fair to say that this distinction could affect how officers answered Question 9 in general.

Table 9. Trend Analysis: Attitudes of Marine Officers Regarding Unit Cohesion: Comparison of Marine Officers (1999–2012)

Question ^a (Percent who Strongly Agree and Agree)	MAR 1999	DEC 2004	NOV 2010	NOV 2012
9. Allowing homosexual personnel within the Marine Corps can cause the downfall of good order and discipline.	85.2%	70.6%	56.5%	43.9%
13. Homosexuals can be trusted with secret military documents.	59.4%	79.4%	90.1%	95.4%
20. I feel uncomfortable in the presence of homosexuals and have difficulty interacting normally with them.	46.0%	28.4%	20.6%	19.4%
37. The presence of a homosexual in my unit would interfere with mission accomplishment.	78.3%	58.9%	41.3%	33.9%
46. Since the repeal of DADT, I have witnessed service members being more open about their sexual preferences.	N/A	N/A	N/A	40%

^a Marine 2012 NPS survey: Questions and percentages found in Appendix A

As shown in Table 9, responses to questions 13, 20, and 37 also support an overall trend of increased acceptance of homosexuals by Marine officers. With regard to trust, a cornerstone of cohesion (DoD, 2010), more than 95 percent of those surveyed in 2012 believed that homosexuals could be trusted with secret military documents (Question 13). Question 20, which speaks directly to social cohesion, asked survey participants if they felt uncomfortable being

around and interacting with homosexuals. In 1999, nearly half of respondents agreed that they felt uncomfortable in the presence of homosexuals; however, by 2012, less than 20 percent of Marine officers agreed that they felt uncomfortable.

Question 37 referred to task cohesion, which is defined in this context as the ability of military members to work together (DoD, 2010). Responses substantiate the trend toward increased acceptance as well, with 78 percent in 1999 believing the presence of a homosexual in their unit would interfere with mission accomplishment, compared with just 34 percent in 2012. The authors note general focus group discussions confirmed the survey results, with no indication of concern over trusting or working with a fellow LGB Marine.

In the 2012 survey, an additional question was introduced to specifically address how officers now felt about unit cohesion since the repeal. To the question, “how has the repeal affected unit cohesion in the Marine Corps” (Question 51), responses weighed most heavily on the “no effect” choice (59 percent) and “negative effect” (36 percent) (see Table 10 below). Only about three percent of the respondents felt the repeal had positively affected unit cohesion. In comparison, of the Navy officers who responded to the same question in 2012, 61 percent also chose the “no effect” response; however, nearly 20 percent felt the repeal had a positive effect on unit cohesion (see Appendix B).

Table 10. Attitudes of Marine Officers Regarding the Effect of Repeal on Unit Cohesion: Marine Officers (2012)

Question ^a (Exclusive to 2012 Survey)	Strongly Positive	Positively	No Effect	Negatively	Strongly Negative
51. How has the repeal affected unit cohesion in the Marine Corps?	0%	2.9%	58.7	35.6	2.9%

^a Marine 2012 NPS survey: Question and percentages found in Appendix A

Researchers speculate that the responses to this question may be a normal product of the resistance to change that is typically exhibited by employees when a major policy change takes effect (Dawson, 2003). Additional support for this interpretation stems from the responses to the other cohesion-related questions shown in Table 9, which all indicate a trend toward gradual acceptance of homosexuals within the Marine Corps.

During focus group discussions, some evidence supporting the survey responses to Question 51 did emerge. A few officers provided anecdotal evidence of situations they had witnessed in their units, specifically, LGB Marines being more open about their sexual orientation, which in their view caused some consternation among select members of the units they referenced. Some support for this view was found in the response to question 46, (Table 9), where 40 percent of participants reported that they had “witnessed service members being more open about their sexual preferences” since the repeal. This level of increased “openness” ranged from officers observing LGB Marines holding hands on base, attending a Marine Corps Ball as a couple, and in one isolated instance, a few LGB Marines “flaunting” their ability to now serve openly. For the most part, though, the officers who mentioned these encounters said they didn’t necessarily have a personal problem with what they saw, but could understand why others might, which in their opinion, could cause a drop in cohesion, especially in smaller units. This dichotomy does call into question whether this overall concern is more based on perception or fact.

4. Leadership

Lieutenant General John A. Lejeune believed “Leadership is the sum of those qualities of intellect, human understanding, and moral character that enables a person to inspire and control a group of people successfully” (Wilson, 2012). To better understanding the impact of the repeal on a leader’s ability to command the respect of his or her unit, researchers focused on three related survey questions. These questions can help to ascertain how current officers’

attitudes toward the sexual preference of a Marine's Commanding Officer (CO) or co-worker affected the level of respect afforded them.

Results from the 2012 survey indicate that respondents were more agreeable to working "with" a homosexual, if ordered to do so, than working "for" a homosexual CO. As seen in Table 11, the proportion of officers saying that they would have no difficulty with such an order (73 percent) has remained consistent with the results of the 2004 (71 percent) and 2010 (72 percent) surveys. When officers were asked if they had *no* difficulty working for a homosexual CO (Question 7), 60 percent agreed in 2012, up from only 26 percent in 1999. It is noted that the proportion claiming no difficulty working for a homosexual CO has risen with each successive survey. The authors recognize that, while this trend is seen as a positive one, it is somewhat disconcerting that 40 percent of the officers surveyed still hold reservations about working for a homosexual CO, given the high level of professionalism for which the Marine Corps is historically known.

Table 11. Trend Analysis: Attitudes of Marine Officers Regarding Leadership: Comparison of Marine Officers (1999–2012)

Question ^a (Percent who Strongly Agree and Agree)	MAR 1999	DEC 2004	NOV 2010	NOV 2012
7. I would have no difficulty working for a homosexual Commanding Officer.	26.4%	44.1%	55.4%	60.2%
21. A Company Commander's sexual preference has no effect on the officer's ability to lead.	32.5%	50.0%	68.2%	64.1%
27. I would have no difficulty obeying an order from the Commanding Officer to work with a homosexual co-worker on a difficult or dangerous assignment.	44.6%	70.6%	71.8%	72.9%

^a Marine 2012 NPS survey: Questions and percentages found in Appendix A

This level of comfort (or, conversely, discomfort) in working "for" a homosexual could be explained partly by the results of Question 21, which asked officers to agree or disagree that a Company Commander's sexual preference

had no effect on the person's ability to lead. From 1999 through 2010, Marine officers' responses to this question showed a positive trend toward agreeing with this question (Table 11). This trend actually reversed slightly in 2012, with a four-percentage-point decline from the 68 percent reported in 2010.

It is interesting that fewer Marines had an issue working with a homosexual on a dangerous assignment (combat) than they did actually working for a homosexual. This could be due to Marines being mission-driven and understanding that obeying the orders of their superior trumps their personal feelings. While they will obey and carry out their orders, they may have a personal problem with the sexual preference of the man or woman giving those orders.

Focus group responses tended to follow the results of the written survey. All Marines conveyed the need to obey orders, regardless of their leader's sexual preference. As one officer stated, "an order is an order." Another officer commented that "a guy is going to become a Commanding Officer because he has proven himself, and that must be respected." One Marine, responding to a question about working for a homosexual CO, made the point that one might see the same type of result if the word "homosexual" was replaced with "female" or "Muslim." The officer explained that there are always people who will not like some aspect of their leader, but that doesn't give anyone an excuse to not be professional and follow all lawful orders. The overall conviction of these officers was that "respect" is the key to leadership, and that respect is gained based on how leaders "conduct" themselves.

5. Tolerance

When asked to agree or disagree with the statement, "I would prefer not to have homosexuals in my command," just over 21 percent of Marine officers "strongly" agreed in the 2012 survey, down from nearly 65 percent in 1999 (Table 12). Researchers focused on tracking those who had strong feelings on this topic for two reasons. First, the word "prefer" in this question, in and of itself, does not

invoke a passionate response if a subject is asked to simply agree or disagree. By focusing on those who were more vehement on this topic, the authors believe a more realistic cross section is provided. Second, since this question was intentionally designed without a neutral response to force a choice of affirmative or negative, it is likely that a significant percentage of respondents who chose “agree” or “disagree” would have picked a neutral choice if it were available. On this particular question, a total of 21 percent of officers strongly agreed that they would prefer to not have a homosexual in their command. This compares with 29 percent who merely agreed with the statement.

Table 12. Trend Analysis: Attitudes of Marine Officers Regarding Tolerance: Comparison of Marine Officers (1999–2012)

Questions ^a (Percent who Strongly Agree)	MAR 1999	DEC 2004	NOV 2010	NOV 2012
3. I would prefer <i>not</i> to have homosexuals in my command.	64.9%	42.2%	26.1%	21.1%
(Percent who Strongly Agree and Agree)	MAR 1999	DEC 2004	NOV 2010	NOV 2012
11. Gays and lesbians should be tolerated in our society.	N/A	N/A	84.8%	87.0%
14. Gays and lesbians should be tolerated in our military.	N/A	N/A	57.2%	65.4%
16. Gays and lesbians should be allowed to serve openly in the U.S. military	N/A	N/A	57.2%	57.5%
23. Civilian homosexuals are of no consequence to me.	63.5%	65.7%	72.8%	78.3%
24. I would <i>not</i> want a gay person as my neighbor.	46%	32.3%	20.7%	28.6%
31. Compared with my peers, I consider myself more tolerant on the issue of homosexuals in the military.	51.3%	59.8%	68.5%	66.1%
34. My attitude toward homosexuals has become more tolerant since the current policy was adopted*	17.6%	24.5%	22.4%	27.1%

^a Marine NPS 2012 survey: Questions and percentages found in Appendix A. Note Q. 3 only lists “Strongly Agree” responses

When focusing on questions 11 and 14, (see Table 12) the disparity of opinions is quite apparent. In 2012, 87 percent believed that gays and lesbians should be tolerated in *society*, compared with 65 percent who believed that gays and lesbians should be tolerated in the *military*. This difference in opinion could be partially explained by the general premise that people feel more passionately about issues that affect them directly; so, while few of these officers take issue with homosexuals in society, they may become more uncomfortable when they must interact with them in their own workplace.

Some focus group responses seemed to indicate support for this theory. One officer noted during an overall discussion on the repeal of DADT that he would “imagine that most males in the military, that are straight, are not accepting of the repeal and are tolerating it to keep their career.” Additional support for this came from another officer who stated: “I think we just don’t want them [homosexual service members] to push their beliefs on us, just like some of us don’t want people to push their religious beliefs.” Those with this general view seemed to indicate that they didn’t care so much what people did in their private lives, unless they were personally exposed to it, as in the workplace.

Evidence of the previously stated premise was also observed when comparing the responses of questions 14 and 16, which asked if gays and lesbians should be allowed to serve *openly* in the U.S. military (Table 12). In 2010 (immediately pre-repeal), the exact same proportion of participants (57 percent) felt that LGBs should be tolerated and be allowed to serve openly in the military; however, when comparing both questions in 2012 (post-repeal), an eight-percentage-point increase in acceptance is found, with 65 percent agreeing that homosexuals should be tolerated in the military and 57 percent agreeing that homosexuals should openly serve in the military (see Table 12).

Similar to question 11, question 23 asks if civilian homosexuals were of no consequence to the participants (Table 12). As with question 11, a solid trend of acceptance was apparent, with 63 percent agreeing with the question in 1999, increasing to 78 percent in 2012. One additional question asked if participants

“would *not* want a gay person as a neighbor” (Question 24). As with previous questions, these results trend toward acceptance, except for 2012, where the survey recorded an eight-percentage-point *decrease* in acceptance as compared with 2010 (Table 12).

As in some previously noted questions, the context in how someone reads the question can have a strong effect on their response. For example, one officer explained his conditions about having a gay person as a neighbor in the open-comments section of the survey: “I *would* care [if I had a gay neighbor] more if I had children and the behavior of that neighbor was inappropriate around my children; [however], if the individual was a good neighbor, it doesn’t mean I would want or not want them as a neighbor.”

Marine officers were also asked if they felt they were more tolerant than their peers on the issue of homosexuals in the military (Question 31) and to agree or disagree with the statement that “the current policy” has made them more tolerant toward homosexuals (Question 34). In response to question 31, half of the officers surveyed in 1999 believed they were more tolerant, as compared with 66 percent in 2012, a positive trend that follows the responses to other questions asking about tolerance. As for question 34, 18 percent of respondents in 1999 agreed that the current policy (DADT) made them more tolerant toward homosexuals; this compares with 27 percent in 2012, where the “current policy” allowed homosexuals to serve openly.

Focus group participants, as noted previously in this section, largely agreed that the Marine Corps, on average, have become more accepting and more tolerant of LGBs; however, they also recognized that there could be some tolerance issues in smaller units. They also believed that this could be tempered with strong leadership and by maintaining high professional standards.

6. Unit Effectiveness

As noted earlier in this study, the Comprehensive Review Working Group (CRWG) looked at the expected effect of the repeal on overall unit effectiveness

(DoD, 2010). Some factors that can affect a unit's performance include the members' perceived reliability in combat situations, their combined physical and emotional well-being, and the overall comfort of the members who live and serve alongside one another. Researchers reviewed past and present survey data and focus group results to analyze the repeal's effect on unit effectiveness.

Focusing first on Question 32, survey participants were asked if allowing gays and lesbians to serve openly increased the overall effectiveness of the armed forces. While this question drives respondents to consider the larger effect on the overall military, it is likely those officers' responses are drawn mostly from their own personal experiences, which for all of these Marines; include some time leading units of men and women. As seen in Table 13, 35 percent of Marine officers in 2012 agreed with the question, virtually matching the response rate in 2010, when the question was first posed.

Table 13. Trend Analysis: Attitudes of Marine Officers Regarding Unit Effectiveness: Comparison of Marine Officers (1999–2012)

Question ^a (Percent who Strongly Agree and Agree)	MAR 1999	DEC 2004	NOV 2010	NOV 2012
17. Homosexuals are more likely to suffer emotional problems in a military setting.	59.4%	61.7%	66.0%	56.2%
25. Gay men would <i>not</i> be reliable in a combat situation.	N/A	N/A	14.5%	14.0%
32. Allowing gays and lesbians to serve openly in the military <i>increases</i> the overall effectiveness of the armed forces.	N/A	N/A	35.2%	35.0%
(Percent who Strongly Agree)	MAR 1999	DEC 2004	NOV 2010	NOV 2012
29. I would feel uncomfortable having to share my room with a homosexual service member	N/A	N/A	40.2%	42.5%
36. A homosexual's safety or life could be in danger due to beliefs held by other service members.	23%	21.6%	21.7%	10.5%

^a Marine NPS 2012 survey: Questions and percentages found in Appendix A. Note Q's 29 & 36 only list "Strongly Agree" responses.

A first reaction is to see this as a relatively low percentage; however, it does show that about a third of the officers see the repeal of DADT as promoting effectiveness. At the same time, how many of the officers who disagreed with the statement were actually saying that the removal of DADT has had virtually no impact, positive or negative, on overall effectiveness? The responses by Marine officers on other questions lean heavily toward the position that allowing gays to serve openly has had no effect on either morale or unit cohesion. For example, although not shown in Table 13, nearly 60 percent of officers felt that the repeal of DADT had no effect on unit cohesion in the Marine Corps (question 51, Appendix A). At the same time, “no effect” was the choice of most officers when asked for their view on how repealing DADT affected morale (question 49, Appendix A).

Focusing next on the combined well-being of Marines, question 17, which asked if homosexuals were more likely to suffer emotional problems in a military setting, and question 36, which asked if a homosexuals life could be in danger due to the beliefs held by other service members, were asked on all previous surveys. Regarding question 17, no appreciable trend was identified over the 14-year period. Officers appeared to believe that homosexuals were more likely to suffer emotional problems at an increased rate in 2010, (66 percent) but this dropped to 56 percent in 2012. This decline can be partially attributed to the fact that homosexuals in the military no longer need to worry about their personal lifestyle being uncovered.

When speaking to the safety of homosexuals in a military setting, a consistent 21–23 percent of officers “strongly agreed” with question 36. Researchers note a significant drop in this view in 2012, with only 10 percent of respondents believing a homosexual’s life would be in danger (Table 13). When looking at combining the choices of “strongly agree,” and “agree,” the total who felt this way rises to 62 percent; however, this is nearly a 20-percentage-point decrease from the results in 2010 (Appendix A). While one officer noted in the open-comments section of the survey that “Marines, [especially junior Marines],

may gang up on a homosexual Marine, which can lead to an array of conduct issues” (Appendix J, para. 23), no similar concerns were expressed in the focus group sessions. Researchers highlight that this drop in the overall belief that a homosexual’s life could be in danger is supported by a similar drop of 20 percentage points between 2010 and 2012 reported by Navy officers surveyed (Appendix B).

Habitability concerns appear to be of greatest concern to Marine officers after DADT’s repeal. Question 29, which was asked on both the 2010 and 2012 surveys, asked Marines if they would “feel uncomfortable having to share a room with a homosexual service member” (Table 11). The proportion of officers who “strongly agreed” with this question was 40 percent in 2010, with a slight increase to 43 percent in 2012. At the opposite end of the scale, about nine percent of Marine officers “strongly disagreed” with this statement in 2010, followed by 12 percent in 2012.

Habitability issues, such as barracks accommodations and bathing facilities, elicited the majority of discussion and concern across all three focus groups. The overall view was that, while many Marine officers did not express issue with what people did in their private lives and will, for the most part, tolerate working with homosexuals in the professional work environment, having to live in close quarters and share berthing and bathing facilities would be a problem. This issue of privacy brought about lively discussions in all three focus groups, with comments ranging from those believing the issue could be handled by allowing Marines to pick their roommates, to having to assign separate rooms for everyone, to even a discussion of moving to a gender-neutral environment, where men and women, regardless of sexual orientation, shared all berthing and bathing facilities.

Officers who believed that the habitability concern was manageable looked to current practices, where leaders have the latitude to reassign roommates if Marines are having issues getting along with one another. One officer recalled his time as an enlisted Marine where he had some issues with

fellow Marines and he was moved numerous times until they found a roommate with whom he was compatible. Another officer told of a story where, a few months prior to the repeal, he had a female heterosexual Marine who had issues with her lesbian roommate engaging in certain “acts” that made her very uncomfortable. They were eventually separated and given new roommates. A few others pointed to the policy of “no sex of any kind in the barracks” that some COs have implemented post-repeal.

Some officers observed that general privacy concerns could be managed by leadership. One officer said outright: “I don’t think I’d want to room with someone who is gay.” He followed this with an explanation, “it’s not because I dislike them [homosexuals], but I think it just comes down to if somebody likes someone else and is attracted to them.” Another officer stated: “I don’t have a problem [with homosexuals]; people can do whatever they want. I don’t care, as long as it [homosexuality] doesn’t basically come into my area or affect me.” A third stated that “most males don’t want to be in an intimate environment [bathroom, shower, or bedroom] with someone of a different sexual orientation.”

These concerns were not just those of the officers, but reported to be those of junior Marines when the initial DADT training was administered in 2011. In a focus group session, one officer told of his time at a training command just prior to the repeal and noted that “the biggest question/concern from the enlisted Marines was what would be done about the living conditions in the barracks?” He followed this up by saying some of these Marines claimed to be fine with the repeal, but just didn’t want to live with a homosexual.

A few also expressed concerns of the possibility of increases in sexual harassment and assaults. The general context behind this was that the Marine Corps keeps men and women separated in different berthing and bathing facilities, which helps eliminate vulnerable locations where harassment and assaults could take place. They also pointed to the fact that, under DADT, one probably didn’t know if someone was homosexual, as there was the threat of

separation for engaging in homosexual conduct. That threat no longer exists; it was said, so there is the possibility of an increase in harassment.

These concerns led one officer to suggest that, since men and women are housed separately, not only because of gender, but because of potential sexual attraction, then shouldn't the Marine Corps just fully integrate the barracks and house men and women together? Another observed: "If you can live with a homosexual, then why not a female Marine, as long as everyone is professional and doesn't act on their feelings?" Other officers pointed out though that going to gender-neutral berthing facilities was "not a viable solution," due solely to the differences in the physical sexes.

Overall, these officers' views all related back to the fact that they would be the ones charged to manage the force under these varying levels of privacy concerns. Moreover, their views were influenced by the question of whether or not the current guidance, as they understood it, addressed all of these issues, and if they would have the appropriate level of latitude at their level to manage such concerns. It must also be noted that some of the officers who voiced concerns about privacy had actually been attached to NPS since the repeal was put into effect, so they admittedly had limited experience upon which to support their concerns.

7. Military Readiness

Military readiness, for the purpose of this study, is defined as the ability of the force to maintain a high level of trained and experienced personnel who live and work in an environment that facilitates fulfilling the organization's mission. Under this frame of reference, researchers identified current and past survey questions that focused on Marine officers' views toward retention, training, physical health, and the morale of the force.

In analyzing question 30, which asked if "homosexuals could pose a health risk to the Marine Corps," approximately one-third of respondents in 2012 (35 percent) believed they could, as compared with 70 percent who agreed 14

years earlier (see Table 14). This trend was also observed in the study of Navy officer attitudes toward the repeal of DADT by Appleman & McLaughlin (2013), where they report 50 percent believed this was a problem in 1999, compared with 24 percent in 2012.

Table 14. Trend Analysis: Attitudes of Marine Officers Regarding the Military Readiness: Comparison of Marine Officers (1999–2012)

Question ^a (Percent who Strongly Agree and Agree)	MAR 1999	DEC 2004	NOV 2010	NOV 2012
30. Homosexuals could pose a health risk to the Marine Corps	70.3%	51%	35.9%	35.9%
42. The training I received from the Marine Corps prior to the repeal of DADT was effective.	N/A	N/A	N/A	75.7%
(Percent who Strongly Agree)	MAR 1999	DEC 2004	NOV 2010	NOV 2012
45. The repeal of DADT makes it less likely that I will stay in the Marine Corps past my current service obligation.	N/A	N/A	N/A	7.5%

^a Marine NPS 2012 survey: Questions and percentages found in Appendix A. Note Q. 45 only lists “Strongly Agree” responses.

When asked if the training they received prior to the repeal of DADT was effective, nearly 76 percent of Marine officers agreed (Question 42). While this general view was confirmed by focus groups, a few participants reported that they felt the training wasn’t detailed enough on how they were to administratively deal with various issues, such as same-sex couple benefit requests and issues relating to privacy in the wake of the repeal. One officer noted during a focus group discussion that, as a Company Commander during the repeal, he felt the training was adequate and that it was a smooth transition to the new policy. Another officer voiced that:

We received guidance right from the top. General Amos stated that whatever the rules are going to be, we are going to follow to them to the best of our ability, because we are Marines.

One concern discussed in the Palm Center study (2012) was the effect the repeal of DADT would have on morale. As discussed in Chapter II, Palm researchers found evidence of morale increasing for some service members and decreasing for others, post-repeal (Belkin et al., 2012). To expand on this theme, researchers added a new question in the 2012 survey to directly assess Marine officers' attitudes on this subject. As seen in Table 15, a majority of officers believed the repeal had no effect on morale (47 percent), followed closely by a negative effect (43 percent). This "negative effect" response is tempered by the fact that less than four percent of respondents believed the repeal had a "strongly negative" impact on morale. Researchers also recognized that zero respondents felt the repeal would have a "strongly positive" effect on morale. Somewhat surprisingly, none of respondents specifically addressed morale in the open-ended comment section of the survey, and little concern was expressed during the focus group discussions. It is noteworthy that the responses to some previous questions could be construed as addressing morale, specifically concerns about privacy, as discussed in the Unit Effectiveness section of this chapter.

Table 15. Attitudes of Marine Officers Regarding Retention and Morale: Comparison of Marine Officers (2012)

Question ^a (Exclusive to 2012 Survey)	Strongly Positive	Positively	No Effect	Negatively	Strongly Negative
48. How has the repeal of DADT affected reenlistment in the Marine Corps?	0%	4.8%	66.7%	26.7%	1.9%
49. How has the repeal of DADT affected morale in the Marine Corps?	0%	5.8%	47.1%	43.3%	3.8%
50. How has the repeal of DADT affected retention in the Marine Corps?	0%	6.8%	64.1%	27.2%	1.9%

^a Marine NPS 2012 survey: Questions and percentages found in Appendix A

The authors added three additional questions to the 2012 survey relating to Marine Corps retention; specifically questions 45, 48, and 50 (see Tables 14 and 15). Question 45 (Table 14) asked officers if the repeal of DADT made them *less likely* to remain in the Marine Corps past their current obligation. As with some previous questions, researchers focused only on those who selected “strongly agreed” or “strongly disagreed.” The results indicate approximately eight percent strongly agreed that they would leave the Marine Corps, compared with nearly 47 percent who strongly disagreed that they would leave the Corps (Appendix A). In fact, an overwhelming 82 percent reported that the repeal would not drive them to leave after their initial obligation had ended.

Questions 48 and 50 (Table 15) addressed more broadly the potential effects on retention in the Marine Corps, with respondents given five choices on the survey. Results to both questions were nearly identical, with approximately 65 percent of officers reporting there would be no effect, while approximately 27 percent believed there would be a negative effect and five percent believed there would be a positive effect.

A few officers gave their views on the subject of retention during focus group discussions. One stated that he didn’t expect any increase or decrease in retention due to the repeal. Another stated that it was too early to tell, and due to the major factors of a “down economy” and a force drawdown, it would be very difficult to identify if the repeal had any impact on reenlistments. This view was largely shared across all groups.

D. ANALYSIS BY DEMOGRAPHIC GROUP

Analyzing survey results by demographic variables supports a more thorough understanding of responses and provides additional insight from which to draw conclusions. Researchers focused on two specific demographic categories, Years of Service (YoS) and Military Occupational Specialty (MOS). Due to limited variance, results were not examined as they relate to respondents’ rank, since more than 99 percent of participants were either captains or majors.

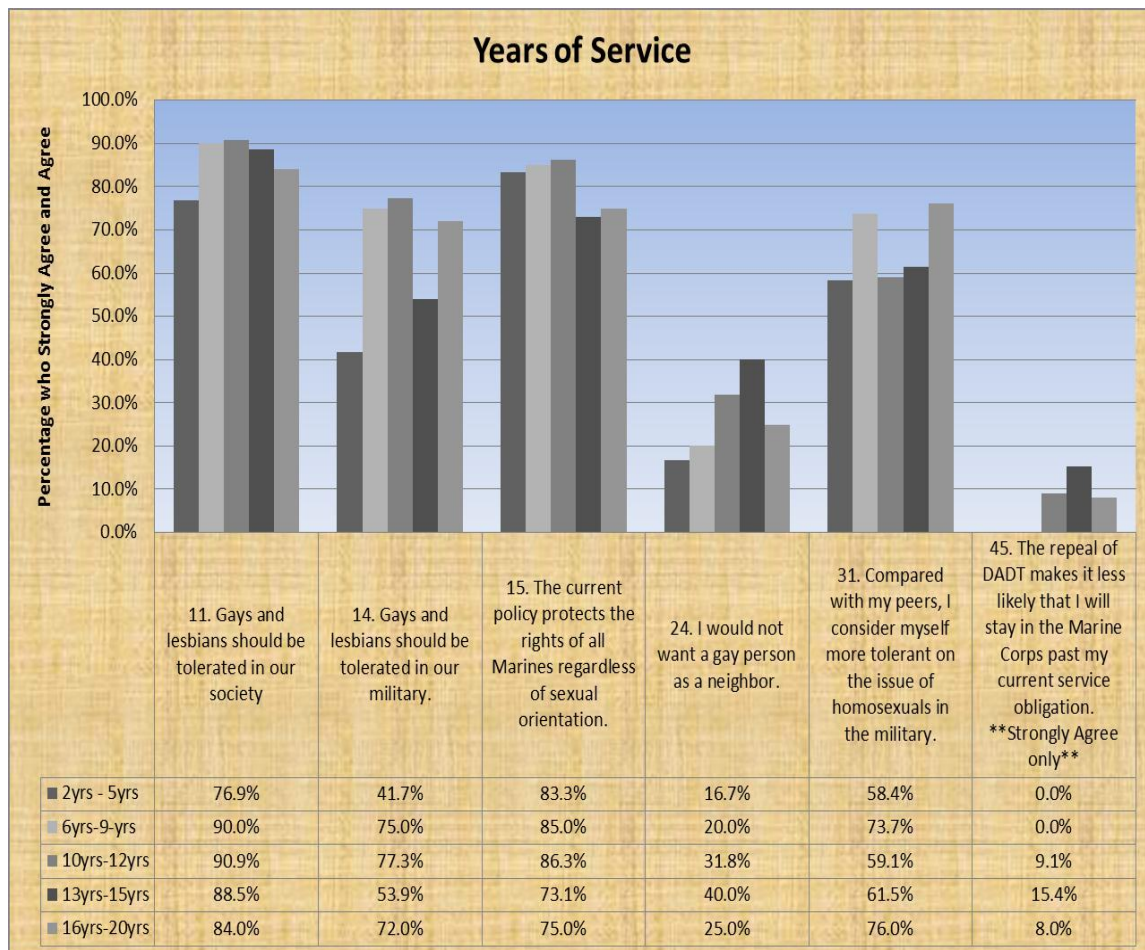
This also applied when looking at the race/ethnicity of respondents, as sample sizes other than Caucasian were too small for proper analysis. YoS and MOS categories were each individually cross-tabulated against a cross-section of questions that were previously analyzed in sections two and three of this chapter. Researchers utilized a total of 22 survey questions to examine results with respect to YoS and MOS, with two questions, 29 and 45, tabulated against both YoS and MOS to support further analysis.

1. Years of Service (YoS)

As discussed in Chapter III, Marine officers who participated in the 2012 survey had served in the armed forces from two to over 20 years. Approximately 12 percent of the sample had 2–5 YoS and less than one percent of the sample had 20 or more YoS. The other four age brackets comprised approximately 87 percent of the sample, with each group constituting approximately 20 percent of the entire sample. Officers with 10–12 and 13–15 YoS were over-represented by approximately five percentage points, as compared with under-representation amounting to seven percentage points for those in the 16–20 YoS group (Figure 6). Note that responses for those with over 20 years of service were excluded from this analysis due to sample size.

The questions depicted in Figure 6 below, relate to attitudes toward policy, tolerance, and military readiness. In questions 11 and 14, respondents with 2–5 YoS agreed the *least* that “gays and lesbians should be tolerated in society” (77 percent) and that “gays and lesbians should be tolerated in the military” (Question 14). This group also had the lowest percentage of officers (17 percent) agreeing that they “would *not* want a gay person as a neighbor” (Question 24). An obvious question here would be: if Marine officers with 2–5 YoS are in the least agreement that gays and lesbians should be “tolerated in our military,” why are they most accepting toward having a homosexual as a neighbor? One potential answer could be drawn from question 31, where Marine officers with 2–

5 YoS show the *lowest* percentage agreeing (58 percent) that their tolerance on the issue of homosexuals in the military is higher than that of their peers.



Source: Marine NPS 2012 survey: Questions and percentages found in Appendix A

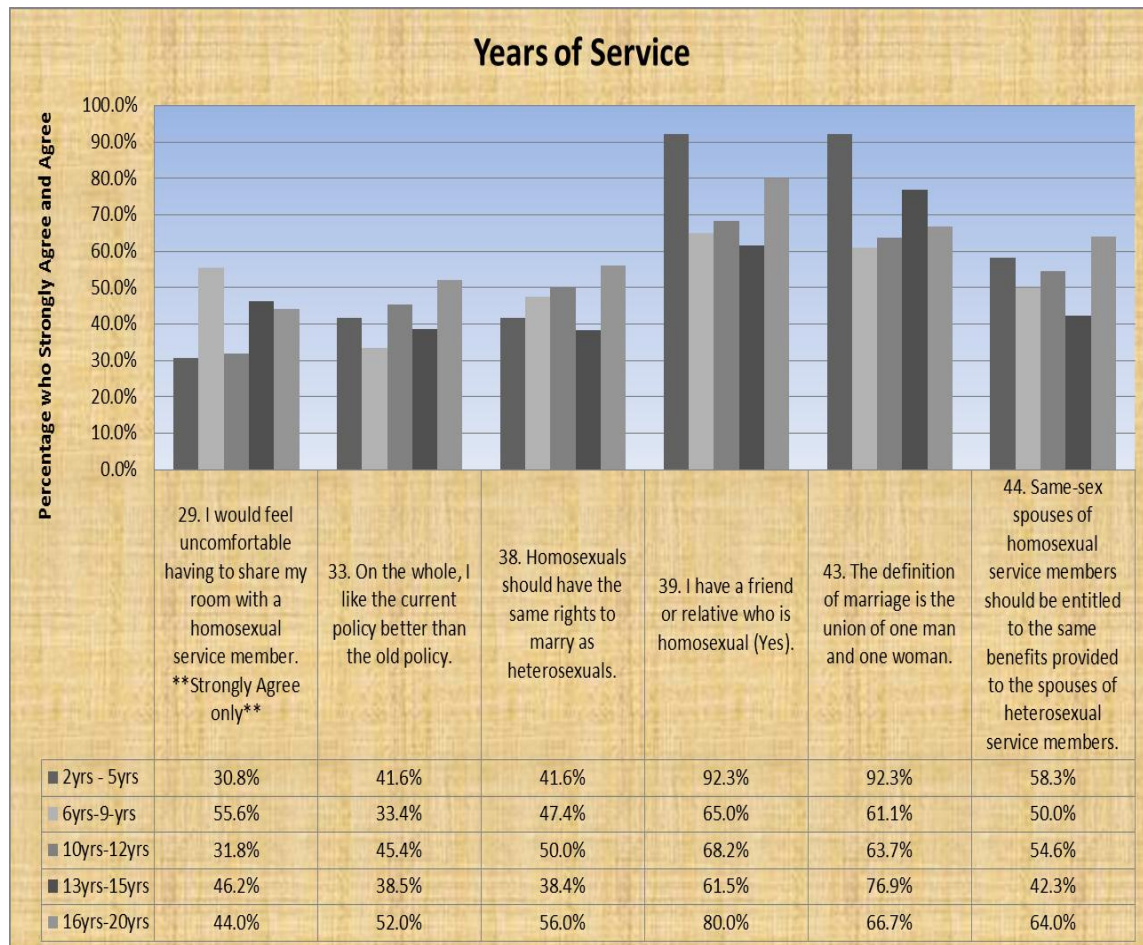
Figure 6. 2012 YoS Demographic Cross Tabulation 1

The strongest support for tolerating gays and lesbians in the military, (Question 14), came from those between 6–9, 10–12, and 16–20 YoS. These groups also felt they were more tolerant than their peers (Question 31), with the exception of those with 10–12 YoS, who aligned more closely with the views of the 2–5 and 13–15 YoS groups. Interestingly, the 13–15 YoS group agreed most

heavily (40 percent) that they would not want a gay person as a neighbor (Question 24). The authors note that general support for the new policy of open service protecting the rights of all Marines (Question 15) is high across all groups, ranging from 73 to 86 percent support.

Question 45 asked if the repeal of DADT made it *less* likely that the officer would stay in the Marine Corps past the current service obligation (Figure 6). Researchers limited this analysis to those who “strongly agreed” due to factors previously mentioned in section three of this chapter. While zero participants in groups with 2–5 and 6–9 YoS strongly agreed with this question, those with 13–15 YoS answered the highest, with 15 percent, followed by 10–12 YoS at nine percent, and 16–20 YoS with eight percent. These responses indicate a stronger support for the repeal among those with less service than those who are closer to the end of their career; however, it is also true that officers who have accumulated more than 15 years of service may be similarly planning for their retirement.

The questions shown in Figure 7 below, relate to attitudes toward same-sex marriage, available benefits, habitability, and an overall view of the repeal of DADT. For question 33, which asked respondents if they believed the post-repeal policy was better than DADT, the strongest support came from those with 16–20 YoS (52 percent), with the least coming from those with 6–9 YoS (33 percent). Taken across all five groups, generally more support for open service is found based on a Marine’s length of service, although Figure 7 also indicates some variation in this relationship. Somewhat surprising is the high level of support by those with 16–20 YoS. Most trends in the military and society show that younger people are generally more accepting of homosexuality than are older groups; however, these results seem to suggest the opposite.



Source: Marine NPS 2012 survey: Questions and percentages found in Appendix A

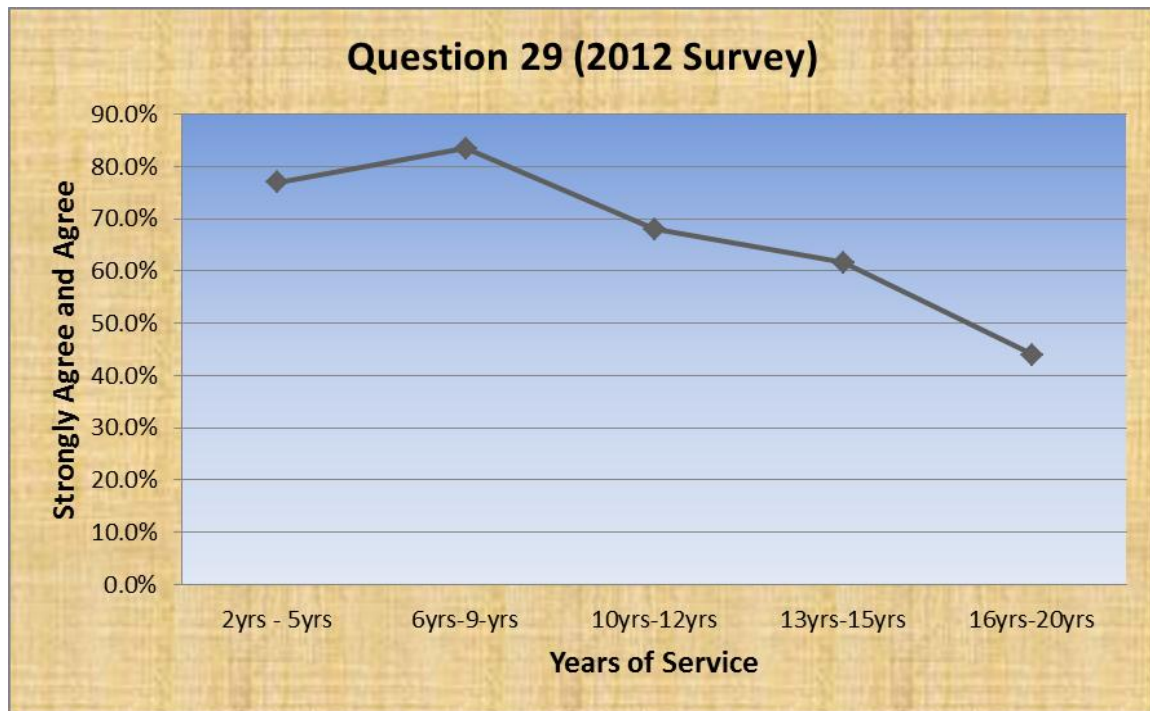
Figure 7. 2012 YoS Demographic Cross Tabulation 2

The results of questions 38 and 44 were similar, with 56 percent of 16–20 YoS believing same-sex couples have the right to marry and 64 percent of this same group believing in equal benefits for homosexuals. The 13–15 YoS group reported the least support for both questions, with 38 percent supporting gay marriage and 42 percent believing same-sex spouses should be entitled to military benefits. Over 92 percent of the youngest age group (2–5 YoS) reported that they had a friend or relative who was a homosexual, and believed by the same proportion that the definition of marriage is the union of one man and one woman. This relatively high proportion of younger officers believing in DOMA also goes against the societal belief that younger people are more open to change. It should be noted here that the 2–5 YoS group is the smallest

represented, making up 12 percent of the 103 survey respondents to question 43 (Appendix A).

As habitability concerns were a major point of discussion in focus groups, researchers looked to question 29, which asked officers if they would feel uncomfortable sharing a room with a homosexual service member. The analysis focused on only the “strongly agreed” responses. Again shown in Figure 7, responses to this question were mixed, with the least support coming from the 2–5 YoS group (31 percent) and the 10–12 YoS group (32 percent), as compared with nearly 56 percent of the 6–9 YoS group strongly agreeing that they would be uncomfortable.

Researchers sought to further analyze the responses to question 29 by combining both the “strongly agree” and “agree” responses. As seen in Figure 8 below, after combining these responses, a distinctive trend emerged, with higher levels of discomfort expressed by the younger groups and less by the older groups. This trend of discomfort *decreasing* as YoS increases, is somewhat unexpected, and may be related to the possibility that those with more years of service are less likely to share berthing facilities due to seniority.



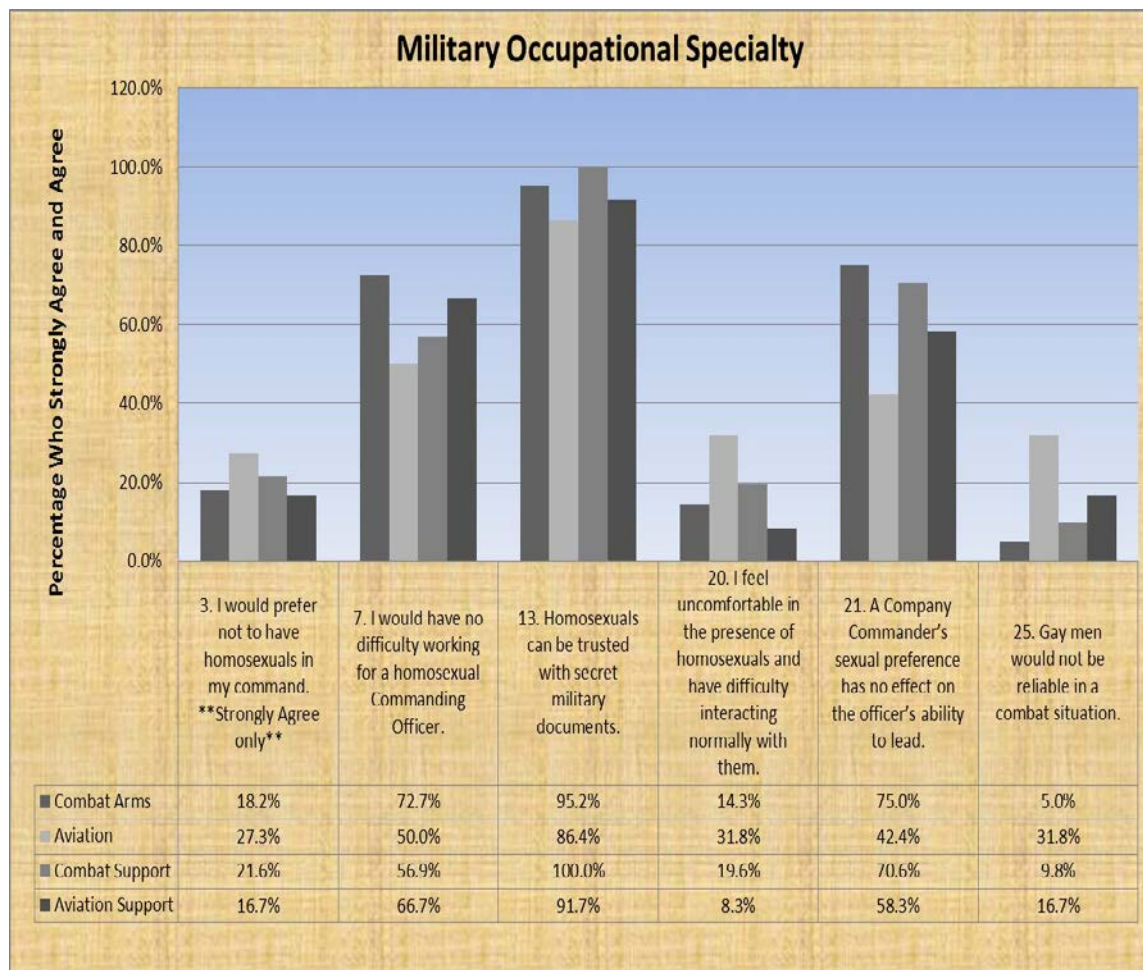
Source: Marine NPS 2012 survey: Questions and percentages found in Appendix A

Figure 8. Results of Question 29: Strongly Agree and Agree Responses

2. Military Occupational Specialty (MOS)

Also described in Chapter III, Marine officers who participated in the 2012 survey belong to four main MOS categories: Combat Arms, Aviation, Combat Support, and Aviation Support. Most officers who participated in the NPS 2012 survey identified themselves as being in Combat Support, constituting 47 percent of the sample. This was followed by Combat Arms and Aviation at 20 percent and Aviation Support at 13 percent (see Figure 3). Combat Arms officers appeared to take special interest in this survey, constituting a higher proportion of the sample than in the target population of NPS officers as a whole (13 percent). Aviation officers were also slightly overrepresented, while Combat Support officers were underrepresented (Figure 3). Note that responses for those who marked the “other” category for MOS were excluded from this analysis due to small sample size.

The questions displayed in Figure 9 below, relate to attitudes toward unit cohesion, leadership, tolerance, and unit effectiveness. In question three, researchers analyzed the responses of those who most “strongly agreed” that they “preferred *not* to have a homosexual in their command.” Approximately one quarter (27 percent) of Aviation officers were strongly against having homosexuals in their command, while Aviation Support officers were the least strongly against it at about 17 percent. Combat Arms and Combat Support officers strongly agreed at 18 and 22 percent, respectively. With respect to leadership, question seven asks about one’s difficulty working for a homosexual CO, and question 21 asks if a Company Commander’s sexual preference would affect the ability to lead. Combat Arms officers were the most supportive, with nearly 73 percent agreeing that they would have no difficulty working for a homosexual CO (question 7), and 75 percent agreeing that sexual preference has no effect on a person’s leadership abilities (question 21). Conversely, Aviation officers’ agreement with the statements in questions 7 and 21 were 50 percent and about 42 percent, respectively.



Source: Marine NPS 2012 survey: Questions and percentages found in Appendix A

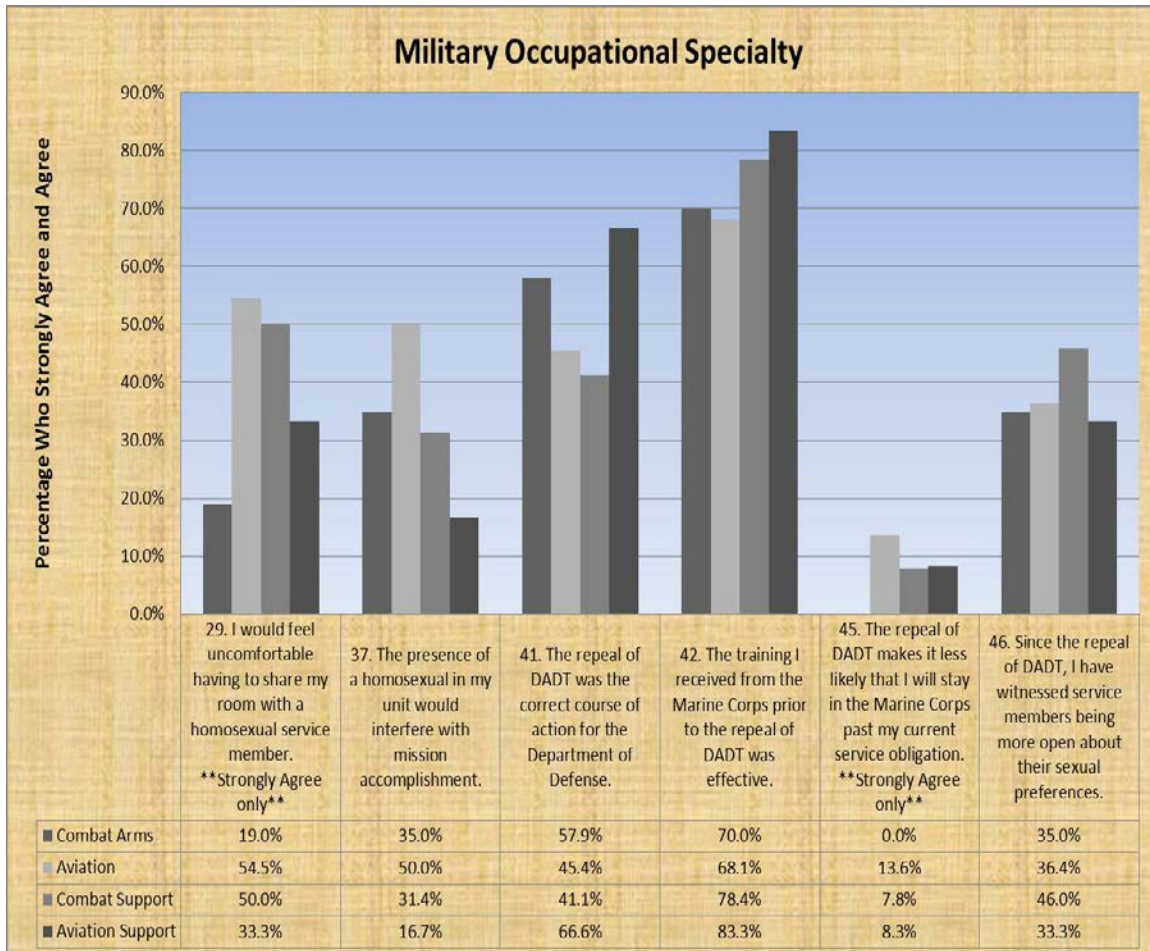
Figure 9. 2012 MOS Demographic Cross Tabulation 1

Focusing next on unit cohesion, a large majority of officers from all four MOSs believed homosexuals could be trusted with secret military documents (Question 13), yet there was much variance in the response to question 20, which asked respondents if they felt uncomfortable in the presence of homosexuals and had difficulty interacting with them. Almost 32 percent of Aviation officers agreed that they felt uncomfortable; this is nearly 23 percentage points above their counterparts in Aviation Support officers (8 percent). At the same time, roughly 14 percent of Combat Arms officers and 20 percent of Combat Support Officers agreed with this that they felt uncomfortable.

Finally, regarding unit effectiveness, 32 percent of Aviation officers felt that gay men would not be reliable in a combat situation. This compares with only five percent of Combat Arms officers, 10 percent of Combat Support officers, and 17 percent of those in Aviation Support. The responses to this question draw a stark contrast between the ground combat and air combat communities in the Marine Corps. Apparently, Aviation officers, across all categories, have relatively stronger concerns about the capabilities of homosexuals when compared with their counterparts in Combat Arms and Combat Support.

The questions displayed in Figure 10 below, address policy, unit cohesion, unit effectiveness, and military readiness. Questions 29 and 45, previously analyzed using YoS, were also cross-tabulated by MOS. These particular questions point to the specific issues of habitability and retention, which have the capacity to affect future policy decisions. Again, these questions were examined looking only at the “strongly agree” responses.

A review of the survey results shows that Aviation officers appear to have the greatest concern (54 percent) over sharing a room with a homosexual, followed closely by Combat Support officers at 50 percent. When adding those who “agree” with those who “strongly agree,” the percentages increase to 73 percent for Aviation and 70 percent for Combat Support. Combat Arms officers reported the least concern over berthing, with 19 percent strongly agreeing that sharing a room with a homosexual would make them feel uncomfortable.



Source: Marine NPS 2012 survey: Questions and percentages found in Appendix A

Figure 10. 2012 MOS Demographic Cross Tabulation 2

In looking at retention and the likelihood that officers will stay in the Marine Corps past their initial obligation, nearly 14 percent of Aviation Officers strongly agreed that the repeal of DADT made it less likely that they would remain in service. In contrast, zero Combat Arms officers strongly agreed with the question, while about eight percent of Combat Support and Aviation Support officers strongly agreed that the repeal would hasten their exit. This finding is interesting to the point that none of the Combat Arms officers felt strongly on this question, even though they probably have the closest contact with their fellow Marines due to their specific duties. This may be partially explained by the answer to question 46, where Combat Arms officers claimed that only 35 percent of them had witnessed service members being more open about their sexual

preferences. Possibly, it is a lack of LGBs being open about their sexual preferences that is influencing the views of these officers.

Regarding question 37, which asks “if the presence of a homosexual in my unit would interfere with mission accomplishment,” exactly half of Aviation officers agreed, followed by 35 percent of Combat Arms officers and 31 percent of those in Combat Support. It should be noted that much of the discussion prior to the repeal focused on a higher likelihood of issues with integration in ground force units. The response by Combat Arms officers to this question appears to refute those fears, at least for this sample of Marine officers at NPS. This result can be juxtaposed against the results of question 71a on the 2010 DoD survey (administered prior to the repeal), which asked if “working alongside a gay man or lesbian would have a negative or very negative effect on their unit’s effectiveness” (DoD, 2010, p. 202). In response, 67 percent of Marines in combat arms units agreed that unit effectiveness would be harmed (DoD, 2010, p. 7). It must be noted that the DoD survey was open to both enlisted personnel and officers, and no breakout of officer attitudes was provided in the CRWG report (DoD, 2010).

With additional focus on military readiness, researchers evaluated responses to question 42, which asked officers if they thought the training they received in preparation for the repeal was effective. In response, officers in Aviation (68 percent) and in Combat Arms (70 percent) reported the lowest level of agreement, although still quite favorable overall. This compares with higher levels of agreement regarding the effectiveness of training among officers in Combat Support (78 percent) and in Aviation Support (83 percent). As this training was approved at the highest levels and was to be universally given to all Marines, this disparity between the “combat” MOSs and “support” MOSs may be due to facilities and available time to give and receive this training.

Finally, researchers turn to question 41, which asks if the repeal of DADT was the correct course of action for DoD (Figure 10). The responses to this key question regarding the policy were mixed, with Aviation Support officers providing

the most positive response at 67 percent, followed by Combat Arms officers at 58 percent. In contrast, less than half of Aviation officers (45 percent) and Combat Support officers (41 percent) felt that it was the correct course of action. These findings are somewhat intriguing, as the groupings of support seem mismatched with the results on several other questions where Aviation Support and Combat Arms officers appeared to exhibit greater support for the repeal than did their counterparts. It is also recognized here that, on average, Aviation officers seem to show the least level support for all aspects related to the repeal of DADT.

E. FOCUS GROUP ANALYSIS

The focus groups proved to be an invaluable asset to researchers. Not only did they allow for further analysis of specific survey questions, they provided researchers with motivated, self-selected officers who willingly and openly wanted to discuss all facets of the repeal of DADT as it related to the Marine Corps. Researchers established base-line questions (See Appendix I), after an initial review of survey responses and open-ended comments, to help guide and shape focus group discussions.² As noted in Chapter III, 18 Marine officers volunteered and participated in the focus groups. All participants were male and averaged 13 YoS across all groups. Based on the number of volunteers, researchers were able to form three independent focus groups of six Marine officers each. Each focus group lasted approximately 60 minutes.

1. Day 1 (November 26, 2012)

This focus group was comprised of five Marine majors and one Marine captain. Noted here, the academic setting of NPS, a small group setting, and the wearing of civilian clothes, reduced the potential for the captain to feel uncomfortable with voicing his personal opinion around the other five members who were of higher rank. Personal convictions were quickly and strongly

² Researchers turned to the work by Herbert and Irene Rubin in support of facilitating focus group discussions. Rubin, H. J., Rubin, I. (2005). *Qualitative interviewing: The art of hearing data*. Sage Publications. Thousand Oaks, CA.

expressed within this group and they were probably the most emotional of the three groups; however, the dialogue was not diluted by those emotions. Participants were, for the most part, always respectful in listening to other officers express their beliefs and opinions.

The majority of participants expressed some level of concern with various issues of the repeal, mostly regarding habitability and how Marine privacy concerns would be addressed. This group had one participant who was strongly for the repeal and one who was strongly against it, which facilitated a lively discussion. This group, being more senior, tended to drive the discussion toward the bigger picture, specifically, how the Marine Corps could manage some of the issues discussed. This was expected, as senior officers are charged with leading and managing larger commands.

Overall, this group stayed on the topics brought into the discussion by the facilitators. At times, the conversation would veer into different areas, which was allowed by the facilitators as long as it related to the main points of discussion. The main topic areas of this group included the reasons behind the repeal, habitability, the roots of homosexuality, leadership, professionalism, future readiness implications for the Marine Corps, benefits for same-sex couples, and training effectiveness.

2. Day 2 (November, 27, 2012)

This focus group was the exact opposite in composition as the first group, with one Marine major and five Marine captains. Although this focus group was conducted in uniform (due to NPS protocol for that specific day of the week), the conduct and openness of the participants did not appear to be compromised. This group's conversation became moderately contentious in a few areas, due in part to the expression of one participant's deeply-rooted Christian beliefs that tended to accompany his comments, regardless of topic. Nonetheless, his convictions and emotions did not restrict dialogue, but provided a differing point of view that is critical to good research. Conversely, another participant very

strongly supported the repeal and brought great optimism to the conversation when referring to the Marine Corps “leading the way” once the repeal had been ordered.

The most prominent issues that dominated this group’s discussion were training, readiness, habitability, and benefits. Habitability issues tended to weave their way into most discussion topics, with more passion on this topic as compared to the first group. These Marines, being more junior in rank, but more senior in YoS, generally focused their concerns at the small-unit level (company level). Many of these Marines had previously served in the enlisted ranks, so they brought that perspective into the discussions, which provided researchers with a combined enlisted/officer view on the topics.

3. Day 3 (November 28, 2012)

This focus group was comprised entirely of Marine captains. With all participants being the same rank, there was little concern that these members would restrain their comments in light of a more senior officer present in the discussions. Additionally, NPS protocol required “business casual” as the attire for this day. This group seemed to be more evenly split on the repeal, with each member having opinions either for or against the repeal.

This group addressed a majority of the main topic questions as outlined in Appendix I; however, they didn’t spend too much time on any one topic. This is mainly due to this group tending to get off track and having to be brought back to topic by the facilitators. These discussions were linked to stereotypes and tolerance, and were sprinkled with hypotheticals that provided limited benefit to researchers. The overall impression was that these officers acknowledged the change but were still unsure of how the repeal would transpire and affect the overall readiness of the Marine Corps.

4. Summary

All three focus groups included Marine officers who brought varying perspectives, experiences, and attitudes to the discussions. The researchers found the groups extremely beneficial to the overall intent of the research. Participant comments assisted in the interpretation of some survey results and provided various avenues of thought that supported building plausible conclusions. Finally, researchers acknowledge the overall value of first-hand commentary and opinion in supporting the analysis of numerous survey questions.

V. SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

A. SUMMARY

The path to open service for homosexuals in the U.S. Armed Forces has been marked by passionate opposition, evolving attitudes, compromise, and increased acceptance. The early ban on homosexuality included exclusion from recruitment, an outright restriction from being drafted, and language included in policy documents that made homosexuality grounds for termination from service. In the latter half of the 20th Century, these restrictions came under review in various federal courts, bringing to the forefront questions of equal opportunity and treatment under the law for homosexuals.

With a modest boost from the courts, proponents of open service for homosexuals brought the conversation to the American public, which began to show greater acceptance of homosexuality through the 1980s. This shift in opinion may have led Governor Bill Clinton to make lifting the military's ban on homosexuals a staple of his 1992 presidential campaign. Numerous lawmakers and military leaders vehemently opposed the new president's agenda, which resulted in the eventual 1993 policy of "Don't Ask, Don't Tell" (DADT), a compromise that opened the door to homosexual service in the armed forces. While the public had become more accepting of homosexuals in society, it was not yet ready for their open service in the military.

Some 17 years and three presidents later, a new attempt was made to lift the restrictions on homosexual service in the military, this time by President Barack Obama. With the support of super majorities in Congress, President Obama signed the initial legislation to repeal DADT on December 20, 2010 (Burrelli, 2012). Less than one year later, the Department of Defense (DoD) certified it was ready to execute the new policy of open service for homosexuals, and on September 22, 2011, DADT was officially repealed.

With more than one year's experience without DADT, researchers sought to reexamine public opinion and military officers' attitudes toward homosexuality and the service of homosexuals in the armed forces. Researchers focused on the attitudes of Marine Corps officers at the Naval Postgraduate School (NPS), including their views both before and after the repeal. The present study is the seventh in a series of thesis projects at NPS that began in 1993–1994. Previously, a survey was administered at NPS to assess the attitudes of officers regarding DADT in 1994 (Cleveland & Ohl, 1994), 1996 (Friery, 1997), 1999 (Bicknell, 2000), 2004 (Garcia, 2009), and 2010 (Ferguson, 2011). Concurrent with the present study, Appleman and McLaughlin (2013) administered a similar survey to Navy officers at NPS in November 2012 and subsequently conducted four focus group sessions with a subset of these Navy officers. This nearly 20-year project thus spans the entire history of DADT, beginning soon after its introduction in December 1993, through its repeal in December 2010, and now over one year past its formal removal.

A review of previous thesis projects at NPS anchors the present research, which is also supported by other recent studies on the topic. The findings of these previous efforts provide a basis for analyzing the results of the present research, particularly in identifying trends.

1. Previous Studies and Projects

The researchers focused their attention on two studies by the RAND Corporation, six previous NPS thesis projects, a DoD report by the Comprehensive Review Working Group (CRWG), and a study by the Palm Center. Researchers also examined the work of Gordon Allport (1954) and his “Contact Hypothesis,” which posits that increased interpersonal contact among groups often results in increased levels of acceptance.

Of particular note are the NPS thesis projects, which, along with the present research, are unprecedented in their longevity and survey methods. The DADT compromise of 1993 came after intense, often emotional, public debate

that was widely covered by the popular media and continued for months. Because of this, DoD actively discouraged any polling or surveys of military personnel on the matter from the time DADT was created until the time when its repeal seemed imminent. Two months after DoD issued its directives establishing DADT, Fred Cleveland and Mark Ohl (1994) administered a survey at NPS asking Navy officers about their attitudes toward the new policy as well as their knowledge of its provisions. Their research laid the groundwork for six subsequent surveys (including the present survey of Marines Corps officers and the concurrent survey of Navy officers) and various supporting studies that have allowed researchers to track the views of officers at NPS over nearly two decades. These cross-sectional surveys, along with related research, present a very clear picture of the consistently increasing acceptance of homosexuals by Marine and Navy officers at NPS.

Finally, researchers turned to the work of Gordon Allport (1954) to explore psychological and sociological reasons that might explain the continually increasing acceptance of homosexuals in both society and the military. Allport's "Contact Hypothesis" offered a reasonable approach toward understanding the attitudinal trends revealed over the course of research at NPS.

2. Methodology Overview

Data for this research were drawn primarily from the results of a 59-question survey administered in November 2012 to Marine officers assigned to NPS. After the survey was closed, focus groups were formed with Marine officers who had volunteered to participate through an invitation on the survey. The survey design maintained the integrity of the six prior NPS surveys to maintain strict continuity and provide a basis for identifying trends.

A total of 108 Marine officers responded to the survey out of a target population of 210, amounting to a response rate of 53 percent. This was higher than the response rates for NPS surveys of Marine officers in 1999 and 2010, but lower than in 2004. A demographic analysis of the survey respondents shows

that they were reasonably representative of the population of Marine officers assigned to NPS. A notable exception was for race/ethnicity, and the differences here were attributed to incomplete or possibly inaccurate information in NPS institutional records.

The survey included several new questions deemed relevant to emerging post-repeal issues. Additionally, certain questions from previous surveys were removed or modified to reflect the change in policy after DADT's repeal. Researchers also conducted three separate focus group sessions that included six Marine officers in each. These forums generated a wealth of information related to survey topics, including the issues about which participants felt most strongly. These sessions also provided various anecdotes and personal experiences that assisted in illuminating survey results.

3. Results Overview

The 2012 survey administered to Marine Corps officers at NPS and the subsequent focus groups were intended to help answer the primary research question: did the trend of increasing acceptance of homosexuals in the military continue for NPS Marine officers; and, if so, how can it be explained? Researchers also sought to answer the following: can any changes in attitudes or perceptions of readiness by Marine officers be attributed to the repeal of DADT? Survey results, reinforced with focus group comments, show an overall increase in the acceptance of homosexuals by Marine officers when compared with the results of three previous surveys administered at NPS. Thus, the trend observed in previous studies has continued through DADT's repeal and over one year beyond. At the same time, the 2012 survey results and focus group comments both suggest that NPS Marine officers are somewhat concerned about certain effects of the repeal, specifically relating to habitability and personal privacy.

Marine officers tend to strongly believe that marriage is defined as the union between one man and one woman, while they tend to split on whether benefits should be available to the spouses of same-sex couples. On issues

related to readiness, a majority of officers felt the repeal of DADT had *no effect* on retention or morale, but this result is moderated by the fact that a significant proportion believed the repeal adversely affected these two areas, particularly morale. Some differences in opinion were also observed based on the officers' Military Occupational Specialty (MOS) and their length of service. The survey results do indicate strong agreement that Marine officers believe the current policy protects the rights of all Marines, regardless of sexual orientation. Finally, a strong majority of Marines felt confident that the overall training they received prior to the repeal was adequate, although some felt that certain policy issues needed further clarification.

B. CONCLUSIONS

1. Marine officers' attitudes on homosexuals continue to indicate increasing acceptance over the past fourteen years.

In 1999, nearly 80 percent of Marine officers at NPS believed that "full acceptance of homosexuals in the military sends the wrong message to society" (Question 2); by 2012, the proportion of Marine officers agreeing with that statement had dropped to 40 percent. Although this result still suggests a moderate level of resistance toward the repeal of DADT, it serves to demonstrate the overall trend since 2009 of increasing acceptance. One potential explanation is the "Contact Hypothesis" proposed by Gordon Allport (1954). Societal trends indicate that more homosexuals are becoming open about their sexuality, particularly among younger generations. As public acceptance increases, and people feel more comfortable revealing their sexual identity, the chances for interpersonal contact between heterosexuals and homosexuals also increase. If one agrees with Allport's basic premise that certain types of contact essentially promote mutual understanding and lessen prejudice, this cycle of increasing acceptance will likely continue over time.

Another possible explanation for this trend relates to tolerance, which can be interpreted simply as recognizing and respecting gays and lesbians.

Tolerance can also be described as accepting or “enduring” gays and lesbians as people who are otherwise disliked or unwelcome (as in tolerating discomfort or poor working conditions). The survey itself provides no way of knowing how these Marine officers generally interpreted the term or the concept as presented in the survey. Nevertheless, it is clear that a majority of these officers feel that gays and lesbians should be “tolerated,” and considerably more feel that way about society than the military. In fact, 87 percent of NPS Marine officers agreed that “homosexuals should be tolerated in our society.”

Yet another explanation for the rising levels of acceptance by Marine officers pertains to “trust.” In 1999, about 59 percent of Marine officers felt that homosexuals could be trusted with secret military documents; by 2012, more than nine out of ten Marine officers agreed. In fact, in the 2012 survey, just 14 percent of Marine officers believed that homosexuals would not be reliable in a combat situation. Trust is vital to any team, especially in a combat environment, and this level of trust is further evidence of rising acceptance. Increasing levels of trust for homosexuals may also be attributed to the notion these officers trust the senior leaders of the Marine Corps, who have ensured members that the repeal of DADT is not only very workable, but good for the organization and national security.

Maintaining good order and discipline remains part of the Marine Corps ethos, as it has for more than two centuries. In 1999, more than 85 percent of NPS Marine officers believed that allowing homosexuals to serve openly would “cause the downfall of good order and discipline” within the Marine Corps (Question 9); by 2012, 44 percent of officers felt the same way. In absolute terms, the proportion of officers who claimed to feel this way in 2012 should be of some concern to Marine Corps leaders. At the same time, it is worth noting that the proportion of officers who expected to see a “downfall of good order and discipline” shrunk by nearly half over the years since the survey was first administered at NPS. And, as the post-repeal years progress, this percentage should continue to decline, given no evidence of such consequence.

Despite the trend toward acceptance, some ambiguity was observed in the responses to questions 33 and 18, which specifically asked participants about the “current policy.” When participants were asked if they liked the current policy better than the old one (Question 33), the results from the 2012 survey were fairly similar to that of 2010. That is, 53 percent of Marines apparently preferred DADT in the 2010 survey, compared with 57 percent who preferred DADT two years later, after it had been repealed. A corresponding proportion of Marine officers (53 percent) also felt that the repeal of DADT was “good for national defense” on the 2012 survey, which would have been recorded as 29 percent of officers saying the same in 2010, if the question had been worded differently. Again, it is worth noting that over half of the officers felt having homosexuals serve openly promoted the objectives of “national defense,” which may be seen as a fairly lofty concept and positive assessment of the repeal’s outcome. It is one thing to say that the repeal is either good or bad for the organization or for morale or for personal privacy; it is quite another to say that the new policy is good for national defense, the ultimate objective of a nation’s military.

2. Marine officers express little issue in working with homosexuals; however, habitability and privacy concerns are prevalent.

Survey results from 2012 suggest that nearly three-quarters of NPS Marine officers have no difficulty obeying an order to “work with a homosexual co-worker on a difficult or dangerous assignment” (Question 27). This is considerably higher than the 44 percent of officers who felt the same way in 1999. Despite this result and numerous other indicators showing acceptance of homosexuals, privacy issues remain a significant concern among Marine officers surveyed.

When specifically asked in 2012 if they would feel uncomfortable sharing a room with a homosexual (Question 29), two-thirds of Marine officers claimed that they would feel uncomfortable. Almost the same proportion of officers said that they would feel uncomfortable when surveyed in 2010. Indeed, a prevailing

theme in all focus group sessions was a concern for privacy how the repeal of DADT might affect habitability. Apparently, such concern may extend to enlisted personnel as well, based on comments made in focus group sessions. For example, according to one Marine officer: “The biggest question or concern from the enlisted Marines [in repeal-related training] was what would be done about the living conditions in the barracks.”

Although habitability issues stimulated the most discussion in focus group sessions, it is important to bear in mind that these issues were raised as a concern and not in a way that questioned the post-repeal policy. For example, even though two-thirds of Marine officers said they would feel uncomfortable sharing a room with a homosexual, the results give no indication that they might refuse to do so. In fact, a majority of comments from officers in focus groups related to being unclear about the rules or procedures regarding berthing and bathing facilities. The officers viewed the privacy concerns of all Marines as legitimate and something that Marine Corps policy should address and enforce clearly and fairly.

One other question effectively illustrates that opposition to the repeal is not strongly expressed by Marine officers surveyed in 2012. Question three, which asked if officers “would prefer not to have homosexuals in their command,” produced a 50–50 percent split between respondents; however, 21 percent of the officers “strongly agreed,” which is actually 43 percentage points lower than the proportion who “strongly agreed” in 1999. Those serving in the Marine Corps all understand that their duties will require them to live in close quarters with their fellow Marines, so the fact that less than a quarter of Marine officers strongly opposed homosexuals being in their command implies that over three-quarters of them don’t have a major issue with it. This difference led researchers to conclude that the majority of (heterosexual) Marine officers are willing to accept working with homosexuals; and, if privacy concerns are appropriately addressed, a majority will likewise accept whatever living conditions are required.

3. Despite the overall trend toward acceptance of homosexual service members in the Marine Corps, disparities exist across Military Occupational Specialties.

Researchers observed clear differences in attitudes between NPS Marine officers based on their MOS. Most noteworthy is that Combat Arms officers appear much less concerned with the integration of Marines who are openly homosexual. As addressed in Chapter IV, prior to the repeal of DADT, many observers believed that Marines in this community would be the “most” resistant of all military members to the repeal and would have the hardest time integrating. Analysis of the ten questions used in demographic comparisons (Chapter IV), indicate that Combat Arms officers tend to be the most accepting of homosexuals.

In contrast, the strongest resistance toward homosexuals serving openly tends to be in the Aviation community. One simple comparison is found in the answers to question 21, which addressed the ability of a homosexual Commanding Officer (CO) to lead. Here, 75 percent of Combat Arms respondents agreed that the sexual preference of a CO has no effect on the ability to lead; this compares with 43 percent of Aviation officers. Another question asked if “gay men would not be reliable in combat” (Question 25). To this, only five percent of Combat Arms officers agreed compared with nearly 32 percent of Aviation officers. This stark contrast was found consistently in the demographic analysis by MOS.

This apparent difference across the two main war-fighting arms of the Marine Corps is difficult to explain from the data gathered for the present research. One possibility could be related to the “contact hypothesis,” in that Aviation officers may not have as much contact with homosexuals in the workplace. It is true that Marines tend work closely together; however, Aviation officers train and work more separately from their support personnel and also tend to live with other Aviation officers, whether onboard ship or deployed. Thus, Aviation officers tend to be in relatively closed community where a homosexual

member is less inclined to reveal his or her sexual identity. Another possibility may simply lie in cultural differences that exist between those drawn to aviation duty versus those who serve in infantry units. Finally, it should be noted that the sample size for both Combat Arms and Aviation officers is small, so the differences could be partially related to this sample alone. Subsequent studies on a larger population of officers across the MOS communities might further clarify this apparent difference.

C. RECOMMENDATIONS

1. Expand Research and Sample Size

The current research provides a rich data set that has been utilized to explore NPS Marine officers' attitudes toward the repeal of DADT. With the repeal of DADT moving well into the past, one would expect to find an increasing number of homosexuals feeling comfortable in revealing their sexual orientation. Additional research over the next few years may provide further opportunities to track overall changes in officers' attitudes as heterosexual officers become more aware of homosexuals in their units and throughout the Marine Corps. Future research, focusing on the additional questions added to this survey, specifically those related to military readiness and same-sex marriage, would provide policy makers with additional insight on these relevant topics.

Expanding the survey and sample size could also provide future researchers with more detailed results. Increasing the target population would not only allow researchers to generalize more across the Marine Corps, but would also have the potential to explain attitudes that may differ by various demographic categories or Marine communities. Additionally, extending the study to include enlisted Marines would create a better-rounded sample that could help explain attitudinal trends as well as potentially highlight similarities and differences in opinions, attitudes, and beliefs between enlisted personnel and officers.

2. Explore Attitudes Specific to Each MOS

Researchers found some noteworthy differences and particularly interesting results when analyzing officers' attitudes toward homosexuals by MOS. Survey participants were grouped into the following four categories: Combat Arms, Aviation, Combat Support, and Aviation Support. Researchers acknowledge that the limited population size, along with the fact that a majority of Marine officers assigned to NPS are from the Combat Support MOS, argues strongly against generalizing to Marine officers as a whole. The authors also acknowledge that, while this study did not focus exclusively on differences in attitudes based on MOS, the stark differences that were revealed suggest further research.

Future research could focus on potential differences in attitudes based on a Marine's MOS. It is likely that each community's culture can influence and shape the attitudes and beliefs of its members. A future study could, for example, compare two equally-sized units from a different MOS and administer the current survey, along with focus groups, to probe more deeply into the prevailing attitudes of each community.

3. Expand Focus Group Research

The focus groups used for this research proved to be an invaluable asset in interpreting survey results. Future research could take a solely qualitative look at attitudes toward homosexuals by expanding the target population of the focus groups. Researchers could travel to a Marine Corps base and conduct numerous focus group discussions, differentiated by the type of unit. This would give researchers the ability to compare and contrast the responses and attitudes between groups. Further, groups could be organized by rank, eliminating the potential influence of rank on a person's comments and allowing differences by service tenure or rank to be more clearly identified. Finally, if resources were available, focus group sessions containing only enlisted members could be extremely beneficial.

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APPENDIX A. MARINE OFFICERS SURVEY RESPONSE FREQUENCIES

This appendix provides the response frequencies for individual questions that were asked on surveys conducted at the Naval Postgraduate School in 1999, 2004, 2010, and 2012, which supported research on the 'Don't Ask, Don't Tell' policy. Results from the 2012 survey are marked in **bold**. Questions that are entirely unique to the 2012 survey are marked with an asterisk (*).

1. I have read the consent to participate form and understand the content of this survey.

2. Full and open acceptance of homosexuals in the military sends the wrong message to the rest of society.

	Strongly Agree	Agree	Disagree	Strongly Disagree
2012 (n = 108)	21.3%	18.5%	33.3%	26.9%
2010 ^a (n = 90)	23.3%	18.9%	44.4%	13.3%
2004 ^b (n = 102)	34.3%	23.5%	29.4%	11.8%
1999 ^c (n = 74)	56.8%	21.6%	12.2%	9.5%

3. I would prefer not to have homosexuals in my command.

	Strongly Agree	Agree	Disagree	Strongly Disagree
2012 (n = 109)	21.1%	29.4%	34.9%	14.7%
2010 ^a (n = 92)	26.1%	33.7%	31.5%	8.7%
2004 ^b (n = 102)	42.2%	27.5%	23.5%	6.9%
1999 ^c (n = 74)	64.9%	23.0%	6.8%	5.4%

4. Homosexuals are born that way.

	Strongly Agree	Agree	Disagree	Strongly Disagree
2012 (n = 108)	19.4%	27.8%	30.6%	22.2%
2010 ^a (n = 92)	18.5%	41.3%	19.6%	20.7%
2004 ^b (n = 102)	15.7%	29.4%	25.5%	27.5%
1999 ^c (n = 72)	4.2%	30.6%	31.9%	33.3%

5. Homosexual orientation is learned through society interaction and can be changed by will.

	Strongly Agree	Agree	Disagree	Strongly Disagree
2012 (n = 108)	15.7%	26.9%	38.0%	19.4%
2010 ^a (n = 92)	10.9%	28.3%	43.5%	17.4%
2004 ^b (n = 102)	17.6%	29.4%	36.3%	15.7%

1999^c (n = 73) 19.3% 31.5% 41.1% 8.2%

6. The difference between sexual conduct and sexual orientation are clearly defined and I can distinguish the two.

	Strongly Agree	Agree	Disagree	Strongly Disagree
2012 (n = 106)	56.6%	34.0%	9.4%	0.0%
2010 ^a (n = 92)	50.0%	37.0%	12.0%	1.1%
2004 ^b (n = 102)	30.4%	52.0%	14.7%	2.9%
1999 ^c (n = 73)	26.0%	38.4%	24.7%	11.0%

7. I would have no difficulty working for a homosexual Commanding Officer.

	Strongly Agree	Agree	Disagree	Strongly Disagree
2012 (n = 108)	26.9%	33.3%	27.8%	12.0%
2010 ^a (n = 92)	14.1%	41.3%	21.7%	22.8%
2004 ^b (n = 102)	13.7%	30.4%	28.4%	26.5%
1999 ^c (n = 72)	8.3%	18.1%	27.8%	45.8%

8. Lawful off-duty sexual activity would be of no concern to me.

	Strongly Agree	Agree	Disagree	Strongly Disagree
2012 (n = 109)	45.0%	48.6%	4.6%	1.8%
2010 ^a (n = 91)	29.7%	53.8%	9.9%	6.6%
2004 ^b (n = 102)	25.5%	41.2%	16.7%	15.7%
1999 ^c (n = 73)	21.9%	41.1%	24.7%	12.3%

9. Allowing homosexual personnel within the Marine Corps can cause the downfall of good order and discipline.

	Strongly Agree	Agree	Disagree	Strongly Disagree
2012 (n = 107)	16.8%	27.1%	33.6%	22.4%
2010 ^a (n = 92)	26.1%	30.4%	34.8%	8.7%
2004 ^b (n = 102)	37.3%	33.3%	18.6%	10.8%
1999 ^c (n = 74)	48.7%	36.5%	9.5%	5.4%

10. Homosexuality is a medical/psychological anomaly that can be changed to heterosexual preference through treatment.

	Strongly Agree	Agree	Disagree	Strongly Disagree
2012 (n = 106)	4.7%	13.2%	44.3%	37.7%
2010 ^a (n = 92)	4.3%	9.8%	45.7%	40.2%
2004 ^b (n = 102)	2.0%	19.6%	47.1%	29.4%
1999 ^c (n = 71)	9.9%	22.5%	45.1%	22.5%

11. Gays and lesbians should be tolerated in our society

	Strongly Agree	Agree	Disagree	Strongly Disagree
2012 (n = 108)	36.1%	50.9%	9.3%	3.7%
2010 ^a (n = 92)	34.8%	50.0%	9.8%	5.4%
2004 ^b (n = 0)	NA	NA	NA	NA
1999 ^c (n = 0)	NA	NA	NA	NA

12. I can easily determine whether or not someone is homosexual by appearance and mannerisms.

	Strongly Agree	Agree	Disagree	Strongly Disagree
2012 (n = 108)	1.9%	25.0%	61.1%	12.0%
2010 ^a (n = 92)	0.0%	14.1%	71.7%	14.1%
2004 ^b (n = 102)	0.0%	9.8%	58.8%	31.4%
1999 ^c (n = 73)	2.7%	13.7%	57.5%	26.0%

13. Homosexuals can be trusted with secret military documents.

	Strongly Agree	Agree	Disagree	Strongly Disagree
2012 (n = 108)	45.4%	50.0%	4.6%	0.0%
2010 ^a (n = 91)	35.2%	54.9%	5.5%	4.4%
2004 ^b (n = 102)	28.4%	51.0%	10.8%	4.9%
1999 ^c (n = 74)	21.6%	37.8%	28.4%	12.2%

14. Gays and lesbians should be tolerated in our military.

	Strongly Agree	Agree	Disagree	Strongly Disagree
2012 (n = 107)	29.0%	36.4%	26.2%	8.4%
2010 ^a (n = 91)	15.4%	41.8%	26.4%	16.5%
2004 ^b (n = 0)	NA	NA	NA	NA
1999 ^c (n = 0)	NA	NA	NA	NA

15. The current policy protects the rights of all Marines regardless of sexual orientation.

	Strongly Agree	Agree	Disagree	Strongly Disagree
2012 (n = 106)	33.0%	47.2%	16.0%	3.8%
2010 ^a (n = 92)	20.7%	46.7%	25.0%	7.6%
2004 ^b (n = 102)	8.8%	51.0%	35.3%	4.9%
1999 ^c (n = 74)	10.8%	54.1%	23.0%	12.2%

16. Gays and lesbians should be allowed to serve openly in the U.S. military.

	Strongly Agree	Agree	Disagree	Strongly Disagree
2012 (n = 106)	28.3%	29.2%	22.6%	19.8%
2010 ^a (n = 91)	15.4%	41.8%	26.4%	16.5%
2004 ^b (n = 0)	NA	NA	NA	NA
1999 ^c (n = 0)	NA	NA	NA	NA

17. Homosexuals are more likely to suffer emotional problems in a military setting.

	Strongly Agree	Agree	Disagree	Strongly Disagree
2012 (n=105)	13.3%	42.9%	35.2%	8.6%
2010 ^a (n = 91)	18.7%	47.3%	23.1%	11.0%
2004 ^b (n = 102)	13.7%	48.0%	28.4%	7.8%
1999 ^c (n = 74)	21.6%	37.8%	32.4%	8.1%

18. The current policy is good for national defense.

	Strongly Agree	Agree	Disagree	Strongly Disagree
2012 (n = 106)	17.0%	35.8%	34.9%	12.3%
2010 ^a (n = 91)	17.6%	53.8%	22.0%	6.6%
2004 ^b (n = 102)	5.9%	38.2%	37.3%	16.7%
1999 ^c (n = 74)	5.4%	21.3%	36.5%	36.5%

19. People are either heterosexually or homosexually oriented.

	Strongly Agree	Agree	Disagree	Strongly Disagree
2012 (n = 104)	7.7%	40.4%	45.2%	6.7%
2010 ^a (n = 91)	9.9%	48.4%	36.3%	5.5%
2004 ^b (n = 102)	7.8%	38.2%	48.0%	3.9%
1999 ^c (n = 74)	6.8%	44.6%	39.2%	9.5%

20. I feel uncomfortable in the presence of homosexuals and have difficulty interacting normally with them.

	Strongly Agree	Agree	Disagree	Strongly Disagree
2012 (n = 108)	3.7%	15.7%	22.8%	27.8%
2010 ^a (n = 92)	7.6%	13.0%	54.3%	25.0%
2004 ^b (n = 102)	4.9%	23.5%	54.9%	16.7%
1999 ^c (n = 74)	12.2%	33.8%	46.0%	8.1%

21. A Company Commander's sexual preference has no effect on the officer's ability to lead.

	Strongly Agree	Agree	Disagree	Strongly Disagree
2012 (n = 106)	26.4%	37.7%	28.3%	7.5%
2010 ^a (n = 91)	22.0%	46.2%	27.5%	4.4%
2004 ^b (n = 102)	17.6%	32.4%	30.4%	19.6%
1999 ^c (n = 74)	6.8%	25.7%	33.8%	33.8%

22. Religious teachings provide the only real obstacles to total acceptance of gays in the Marine Corps.

	Strongly Agree	Agree	Disagree	Strongly Disagree
2012 (n = 107)	4.7%	8.4%	58.9%	28.0%
2010 ^a (n = 92)	0.0%	6.5%	58.7%	34.8%
2004 ^b (n = 102)	3.9%	7.8%	50.0%	38.2%
1999 ^c (n = 73)	5.5%	4.1%	30.1%	60.3%

23. Civilian homosexuals are of no consequence to me.

	Strongly Agree	Agree	Disagree	Strongly Disagree
2012 (n = 106)	33.0%	45.3%	16.0%	5.7%
2010 ^a (n = 92)	25.0%	47.8%	20.7%	6.5%
2004 ^b (n = 102)	30.4%	35.3%	26.5%	7.8%
1999 ^c (n = 74)	18.9%	44.6%	29.7%	6.8%

24. I would not want a gay person as a neighbor.

	Strongly Agree	Agree	Disagree	Strongly Disagree
2012 (n = 105)	3.8%	24.8%	40.0%	31.4%
2010 ^a (n = 92)	8.7%	12.0%	46.7%	32.6%
2004 ^b (n = 102)	8.8%	23.5%	43.1%	24.5%
1999 ^c (n = 74)	17.6%	28.4%	39.2%	14.9%

25. Gay men would not be reliable in a combat situation.

	Strongly Agree	Agree	Disagree	Strongly Disagree
2012 (n = 107)	3.7%	10.3%	52.3%	33.6%
2010 ^a (n = 90)	6.7%	7.8%	57.8%	27.8%
2004 ^b (n = 0)	NA	NA	NA	NA
1999 ^c (n = 0)	NA	NA	NA	NA

26. Being gay or lesbian is likely a genetic or biological trait.

	Strongly Agree	Agree	Disagree	Strongly Disagree
2012 (n = 106)	15.1%	34.9%	31.1%	18.9%
2010 ^a (n = 92)	10.9%	42.4%	27.2%	19.6%
2004 ^b (n = 0)	NA	NA	NA	NA
1999 ^c (n = 0)	NA	NA	NA	NA

27. I would have no difficulty obeying an order from the Commanding Officer to work with a homosexual co-worker on a difficult or dangerous assignment.

	Strongly Agree	Agree	Disagree	Strongly Disagree
2012 (n = 107)	38.3%	34.6%	21.5%	5.6%
2010 ^a (n = 92)	18.5%	53.3%	16.3%	12.0%
2004 ^b (n = 102)	19.6%	51.0%	21.6%	7.8%
1999 ^c (n = 74)	10.8%	33.8%	32.4%	23.0%

28. Homosexuals and heterosexuals should have equal rights.

	Strongly Agree	Agree	Disagree	Strongly Disagree
2012 (n = 105)	36.2%	38.1%	19.0%	6.7%
2010 ^a (n = 92)	23.9%	56.5%	9.8%	9.8%
2004 ^b (n = 102)	29.4%	43.1%	15.7%	11.8%
1999 ^c (n = 73)	12.3%	41.1%	27.4%	19.2%

29. I would feel uncomfortable having to share my room with a homosexual service member.

	Strongly Agree	Agree	Disagree	Strongly Disagree
2012 (n = 106)	42.5%	23.6%	21.7%	12.3%
2010 ^a (n = 92)	40.2%	30.4%	20.7%	8.7%
2004 ^b (n = 0)	NA	NA	NA	NA
1999 ^c (n = 0)	NA	NA	NA	NA

30. Homosexuals could pose a health risk to the Marine Corps.

	Strongly Agree	Agree	Disagree	Strongly Disagree
2012 (n = 106)	12.3%	23.6%	37.7%	26.4%
2010 ^a (n = 92)	16.3%	19.6%	48.9%	15.2%
2004 ^b (n = 102)	16.7%	34.3%	30.4%	18.6%
1999 ^c (n = 74)	36.5%	33.8%	21.6%	8.1%

31. Compared with my peers, I consider myself more tolerant on the issue of homosexuals in the military.

	Strongly Agree	Agree	Disagree	Strongly Disagree
2012 (n = 106)	12.3%	53.8%	32.1%	1.9%
2010 ^a (n = 92)	12.0%	56.5%	23.9%	7.6%
2004 ^b (n = 102)	23.5%	36.3%	33.3%	6.9%
1999 ^c (n = 74)	16.2%	35.1%	40.5%	8.1%

32. Allowing gays and lesbians to serve openly in the military increases the overall effectiveness of the armed forces.

	Strongly Agree	Agree	Disagree	Strongly Disagree
2012 (n = 103)	11.7%	23.3%	41.7%	23.3%
2010 ^a (n = 91)	5.5%	29.7%	35.2%	29.7%
2004 ^b (n = 0)	NA	NA	NA	NA
1999 ^c (n = 0)	NA	NA	NA	NA

33. On the whole, I like the current policy better than the old policy.

	Strongly Agree	Agree	Disagree	Strongly Disagree
2012 (n = 105)	18.1%	24.8%	29.5%	27.6%
2010 ^a (n = 90)	4.4%	48.9%	35.6%	11.1%
2004 ^b (n = 102)	2.0%	34.3%	39.2%	20.6%
1999 ^c (n = 74)	2.7%	17.6%	37.8%	41.9%

34. My attitude toward homosexuals has become more tolerant since the current policy was adopted.

	Strongly Agree	Agree	Disagree	Strongly Disagree
2012 (n = 107)	0.9%	26.2%	56.1%	16.8%
2010 ^a (n = 89)	2.2%	20.2%	60.7%	16.9%
2004 ^b (n = 102)	3.9%	20.6%	51.0%	24.5%
1999 ^c (n = 74)	1.4%	16.2%	48.7%	33.8%

35. The current policy has the effect of encouraging homosexuals to make unwanted sexual advances.

	Strongly Agree	Agree	Disagree	Strongly Disagree
2012 (n = 106)	3.8%	23.6%	45.3%	27.4%
2010 ^a (n = 92)	7.6%	12.0%	58.7%	21.7%
2004 ^b (n = 102)	2.0%	4.9%	52.9%	40.2%
1999 ^c (n = 74)	2.7%	13.5%	63.5%	20.3%

36. A homosexual's safety or life could be in danger due to beliefs held by other service members.

	Strongly Agree	Agree	Disagree	Strongly Disagree
2012 (n = 105)	10.5%	51.4%	31.4%	6.7%
2010 ^a (n = 92)	21.7%	58.7%	15.2%	4.3%
2004 ^b (n = 102)	21.6%	65.7%	9.8%	2.0%
1999 ^c (n = 74)	23.0%	55.4%	20.3%	1.4%

37. The presence of a homosexual in my unit would interfere with mission accomplishment.

	Strongly Agree	Agree	Disagree	Strongly Disagree
2012 (n = 106)	4.7%	29.2%	44.3%	21.7%
2010 ^a (n = 92)	13.0%	28.3%	44.6%	14.1%
2004 ^b (n = 102)	21.6%	37.3%	31.4%	9.8%
1999 ^c (n = 74)	37.8%	40.5%	14.9%	6.8%

38. Homosexuals should have the same rights to marry as heterosexuals.

	Strongly Agree	Agree	Disagree	Strongly Disagree
2012 (n = 106)	20.8%	26.4%	17.9%	34.9%
2010 ^a (n = 91)	16.5%	27.5%	24.2%	31.9%
2004 ^b (n = 102)	13.7%	19.6%	16.7%	50.0%
1999 ^c (n = 0)	NA	NA	NA	NA

39. I have a friend or relative who is homosexual.

	Yes	No	Unsure
2012 (n = 108)	71.3%	13.9%	14.8%
2010 ^a (n = 91)	59.3%	23.1%	17.6%
2004 ^b (n = 102)	51.0%	36.3%	12.7%
1999 ^c (n = 74)	41.9%	40.5%	17.6%

40. I personally know a homosexual service member.

	Strongly Agree	Agree	Disagree	Strongly Disagree
2012 (n = 106)	20.8%	25.5%	43.4%	10.4%
2010 ^a (n = 90)	6.7%	21.1%	40.0%	32.2%
2004 ^b (n = 102)	6.9%	12.7%	51.0%	29.4%
1999 ^c (n = 74)	NA	4.1%	NA	NA

***41. The repeal of DADT was the correct course of action for the Department of Defense.**

	Strongly Agree	Agree	Disagree	Strongly Disagree
2012 (n = 105)	24.8%	23.8%	22.9%	28.6%
2010 ^a (n = 0)	NA	NA	NA	NA
2004 ^b (n = 0)	NA	NA	NA	NA
1999 ^c (n = 0)	NA	NA	NA	NA

***42. The training I received from the Marine Corps prior to the repeal of DADT was effective.**

	Strongly Agree	Agree	Disagree	Strongly Disagree
2012 (n = 107)	16.8%	58.9%	18.7%	5.6%
2010 ^a (n = 0)	NA	NA	NA	NA
2004 ^b (n = 0)	NA	NA	NA	NA
1999 ^c (n = 0)	NA	NA	NA	NA

***43. The definition of marriage is the union of one man and one woman.**

	Strongly Agree	Agree	Disagree	Strongly Disagree
2012 (n = 105)	45.7%	25.7%	18.1%	10.5%
2010 ^a (n = 0)	NA	NA	NA	NA
2004 ^b (n = 0)	NA	NA	NA	NA
1999 ^c (n = 0)	NA	NA	NA	NA

***44. Same-sex spouses of homosexual service members should be entitled to the same benefits provided to the spouses of heterosexual service members.**

	Strongly Agree	Agree	Disagree	Strongly Disagree
2012 (n = 105)	23.8%	29.5%	12.4%	34.3%
2010 ^a (n = 0)	NA	NA	NA	NA
2004 ^b (n = 0)	NA	NA	NA	NA
1999 ^c (n = 0)	NA	NA	NA	NA

***45. The repeal of DADT makes it less likely that I will stay in the Marine Corps past my current service obligation.**

	Strongly Agree	Agree	Disagree	Strongly Disagree
2012 (n = 107)	7.5%	10.3%	35.5%	46.7%
2010 ^a (n = 0)	NA	NA	NA	NA
2004 ^b (n = 0)	NA	NA	NA	NA
1999 ^c (n = 0)	NA	NA	NA	NA

***46. Since the repeal of DADT, I have witnessed service members being more open about their sexual preferences.**

	Strongly Agree	Agree	Disagree	Strongly Disagree
2012 (n = 105)	8.6%	31.4%	48.6%	11.4%
2010 ^a (n = 0)	NA	NA	NA	NA
2004 ^b (n = 0)	NA	NA	NA	NA
1999 ^c (n = 0)	NA	NA	NA	NA

***47. The repeal of DADT has led to sexual misconduct in the Marine Corps.**

	Strongly Agree	Agree	Disagree	Strongly Disagree
2012 (n = 104)	1.9%	19.2%	57.7%	21.2%
2010 ^a (n = 0)	NA	NA	NA	NA
2004 ^b (n = 0)	NA	NA	NA	NA
1999 ^c (n = 0)	NA	NA	NA	NA

***48. How has the repeal of DADT effected reenlistment in the Marine Corps?**

	Strongly Positive	Positively	No Effect	Negatively	Strongly Negative
2012 (n = 105)	0.0%	4.8%	66.7%	26.7%	1.9%
2010 ^a (n = 0)	NA	NA	NA	NA	NA
2004 ^b (n = 0)	NA	NA	NA	NA	NA
1999 ^c (n = 0)	NA	NA	NA	NA	NA

***49. How has the repeal of DADT affected morale in the Marine Corps?**

	Strongly Positive	Positively	No Effect	Negatively	Strongly Negative
2012 (n = 104)	0.0%	5.8%	47.1%	43.3%	3.8%
2010 ^a (n = 0)	NA	NA	NA	NA	NA
2004 ^b (n = 0)	NA	NA	NA	NA	NA
1999 ^c (n = 0)	NA	NA	NA	NA	NA

***50. How has the repeal of DADT affected retention in the Marine Corps?**

	Strongly Positive	Positively	No Effect	Negatively	Strongly Negative
2012 (n = 103)	0.0%	6.8%	64.1%	27.2%	1.9%
2010 ^a (n = 0)	NA	NA	NA	NA	NA
2004 ^b (n = 0)	NA	NA	NA	NA	NA
1999 ^c (n = 0)	NA	NA	NA	NA	NA

***51. How has the repeal of DADT affected unit cohesion in the Marine Corps?**

	Strongly Positive	Positively	No Effect	Negatively	Strongly Negative
2012 (n = 104)	0.0%	2.9%	58.7%	35.6%	2.9%
2010 ^a (n = 0)	NA	NA	NA	NA	NA
2004 ^b (n = 0)	NA	NA	NA	NA	NA
1999 ^c (n = 0)	NA	NA	NA	NA	NA

Demographic Survey Response Frequencies:

52. How many years have you been in the military?

	Survey (n=108)	NPS Population (n=210)
2–5	12.0%	11.9%
6–9	18.5%	18.1%
10–12	20.4%	15.7%
13–15	24.1%	19.0%
16–20	23.1%	30.0%
More than 20	1.9%	5.2%

53. I am (Gender):

	Survey (n=107)	NPS Population (n=210)
Male	93.5%	91.0%
Female	6.5%	9.0%

54. My race/ethnicity is:

	Survey (n=106)	NPS Population (n=210)
Hispanic	5.7%	9.0%
African American	2.8%	4.8%
Caucasian	84.9%	70.0%
Asian/Pacific Islander	1.9%	6.2%
Native American	0.0%	0.0%
Other	4.7%	10.0%

55. My MOS is:

	Survey (n=108)	NPS Population (n=210)
Combat Arms	20.4%	12.9%
Aviation	20.4%	17.1%
Combat Support	47.2%	57.1%
Aviation Support	11.1%	12.9%
Other	0.9%	0.0%

56. My pay grade is:

	Survey (n=107)	NPS Population (n=573)
O-1	0.0%	0.0%
O-2	0.0%	0.0%
O-3	69.2%	71.0%
O-4	29.9%	28.1%
O-5	0.9%	0.5%
O-6	0.0%	0.5%

57. Are you enrolled in a resident program or distance learning at NPS?

	Survey (n=107)
Resident	89.7%
Distance learning	2.8%
N/A	7.5%

58. Are you interested in participating in a confidential focus group related to the repeal of DADT and unit cohesion? The focus group will expand on specific comments provided by the survey respondents and address additional points of interest. It should be emphasized that the privacy and confidentiality of all participants and their responses will be strictly protected under NPS-IRB guidelines.

	Yes	No
2012 (n = 105)	16.2%	83.8%

59. Please feel free to share any comments below. (32 comments)

^a Source: Leo Ferguson III, “*Navy and Marine Corps Officers’ Attitudes Toward the ‘Don’t Ask, Don’t Tell’ Policy*” (Master’s Thesis, Naval Postgraduate School, Monterey, CA, 2011), 85–103.

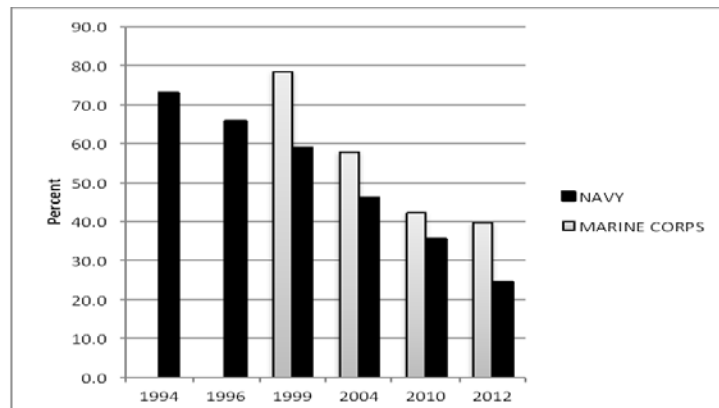
^b Source: Alfonzo Garcia, “*Naval Officer Attitudes Toward the ‘Don’t Ask, Don’t Tell’ Policy*” (Master’s Thesis, Naval Postgraduate School, Monterey, CA, 2009), 71–84.

^c Source: John W. Bicknell, “*Study of Naval Officers’ Attitudes Toward Homosexuals in the Military*” (Master’s Thesis, Naval Postgraduate School, Monterey, CA, 2000), 165–176.

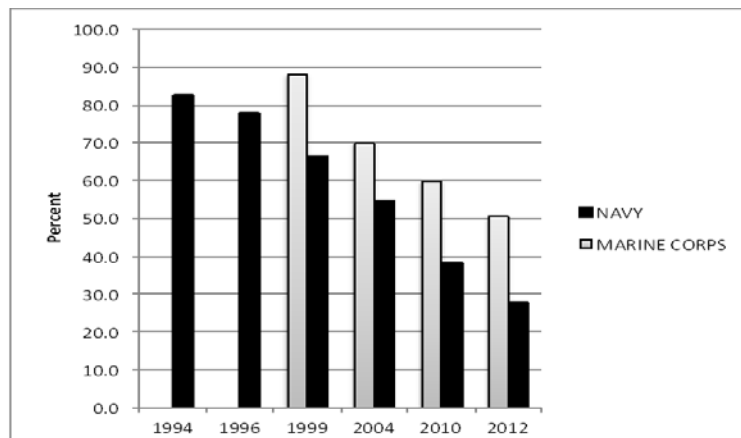
APPENDIX B. SURVEY RESPONSE FREQUENCIES: NAVY AND USMC

This appendix shows the response frequencies of both Navy and Marine Corps participants of the surveys conducted in 1994, 1996, 1999, 2004, 2010, and 2012 for research on the ‘Don’t Ask, Don’t Tell’ policy at NPS. The data in these charts represent the combined “Strongly Agree” and “Agree” responses for most survey items. Charts that show alternative answers are annotated accordingly. Questions that are entirely unique to the 2012 survey are marked with an asterisk (*).

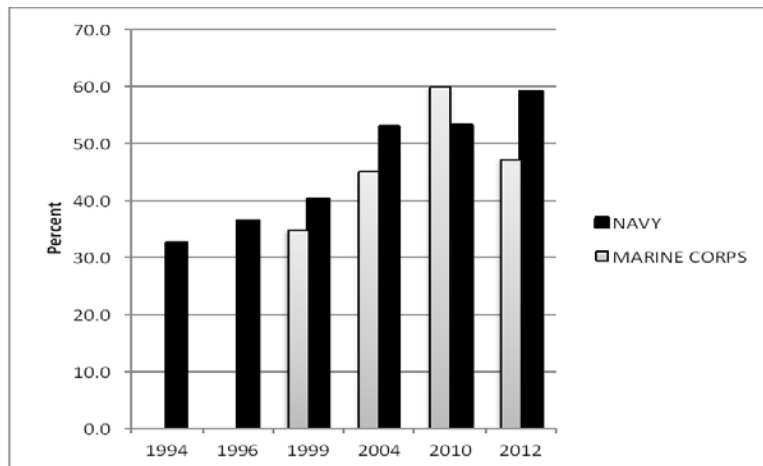
1. I have read the consent to participate form and understand the content of this survey.
2. Full and open acceptance of homosexuals in the military sends the wrong message to the rest of society.



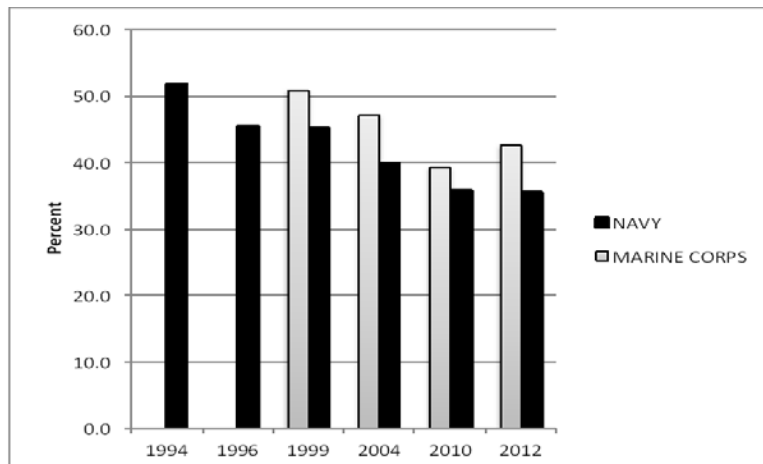
3. I would prefer not to have homosexuals in my command.



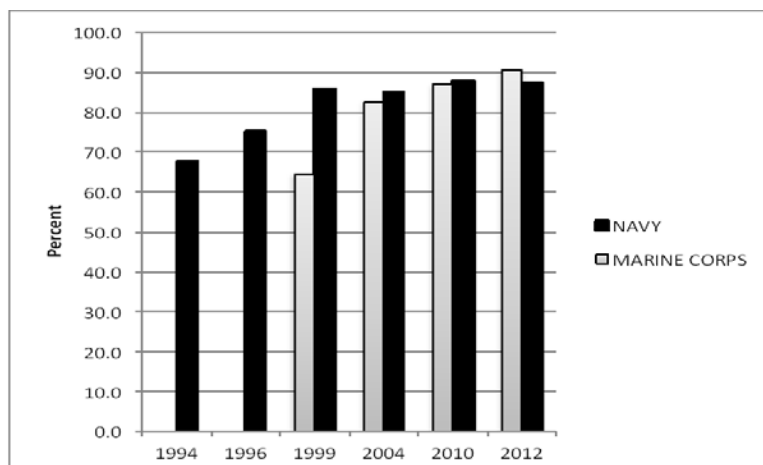
4. Homosexuals are born that way.



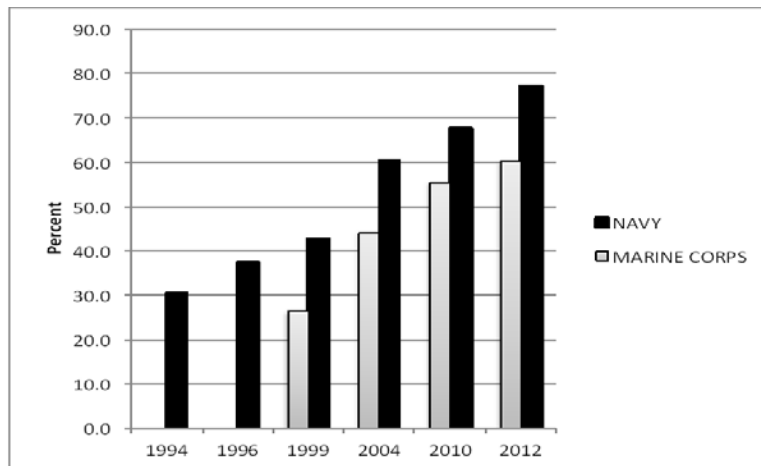
5. Homosexual orientation is learned through society interaction and can be changed by will.



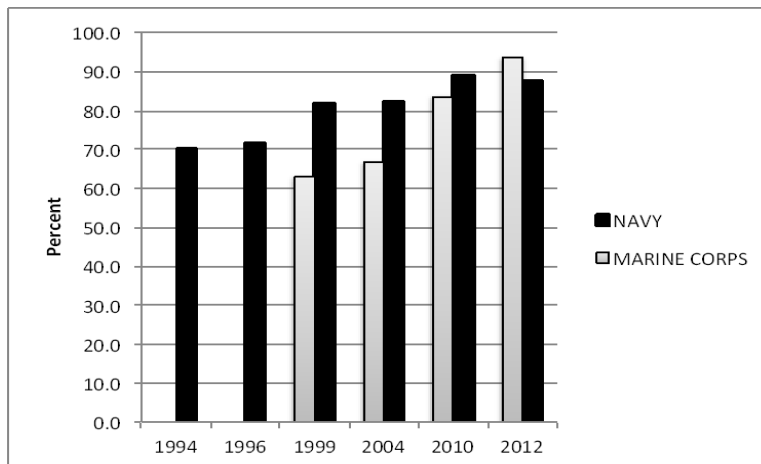
6. The difference between sexual conduct and sexual orientation are clearly defined and I can distinguish the two.



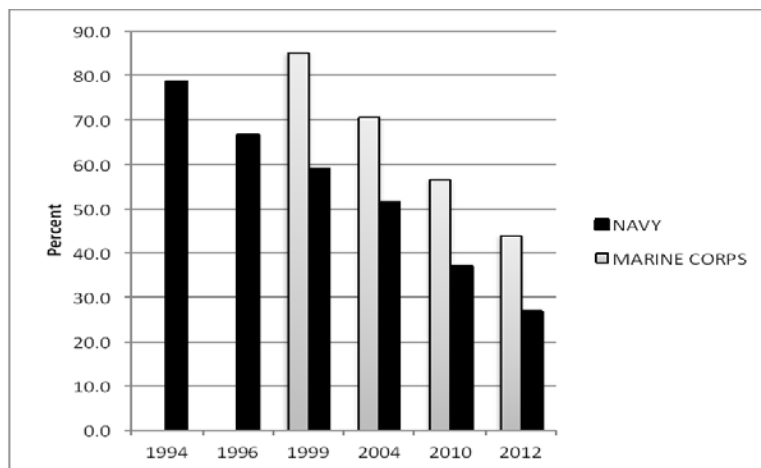
7. I would have no difficulty working for a homosexual Commanding Officer.



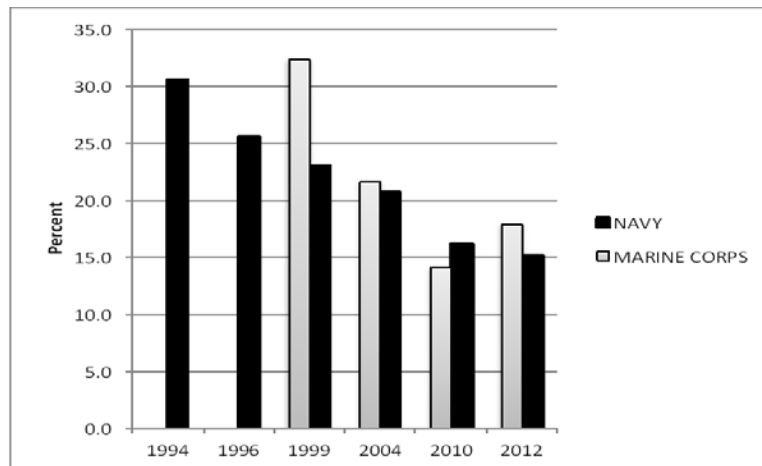
8. Lawful off-duty sexual activity would be of no concern to me.



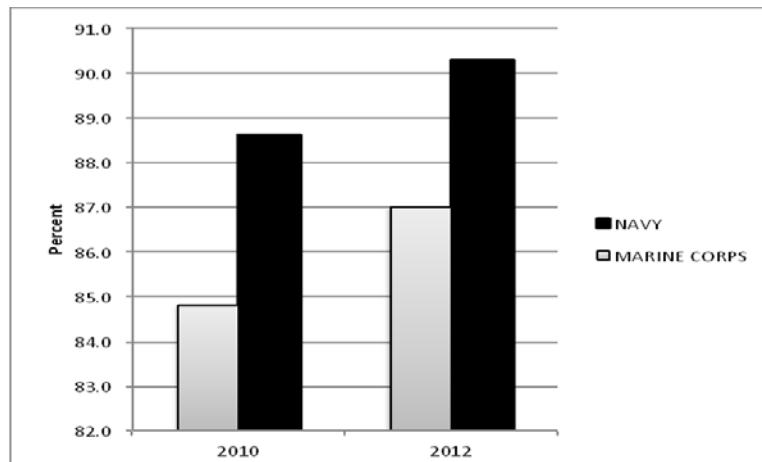
9. Allowing homosexual personnel within the Marine Corps can cause the downfall of good order and discipline.



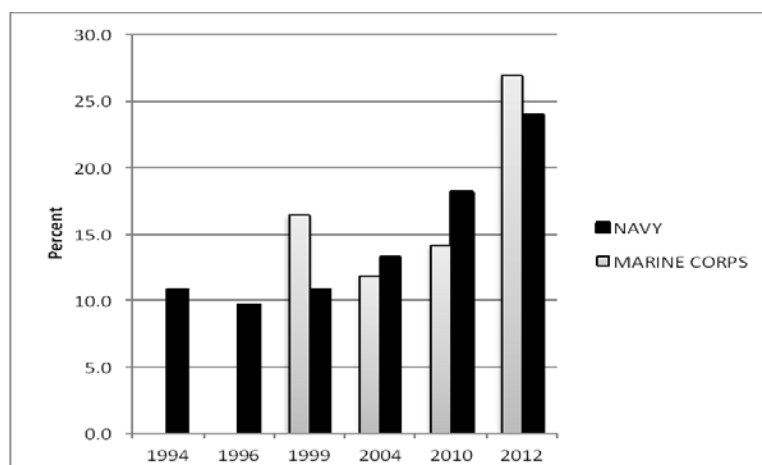
10. Homosexuality is a medical/psychological anomaly that can be changed to heterosexual preference through treatment.



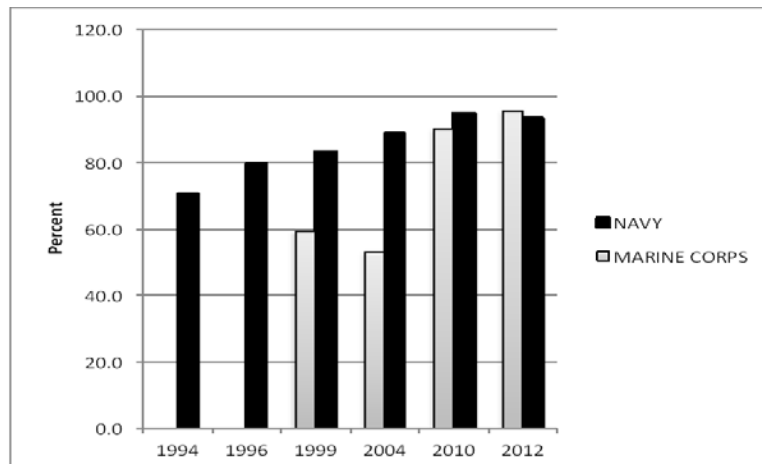
11. Gays and lesbians should be tolerated in our society.



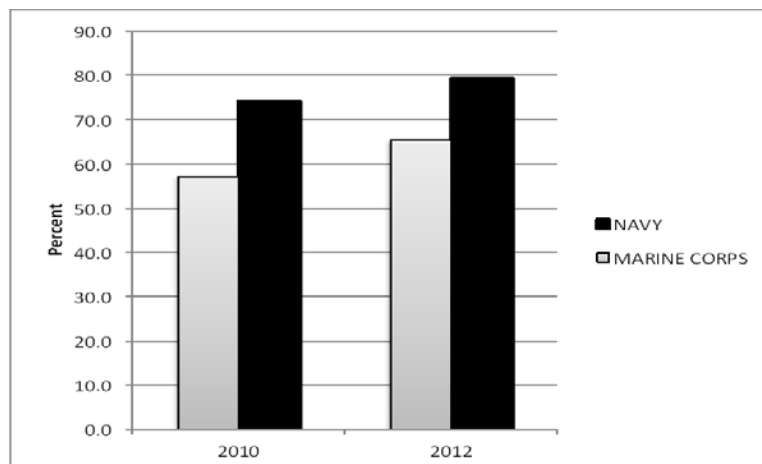
12. I can easily determine whether or not someone is homosexual by appearance and mannerisms.



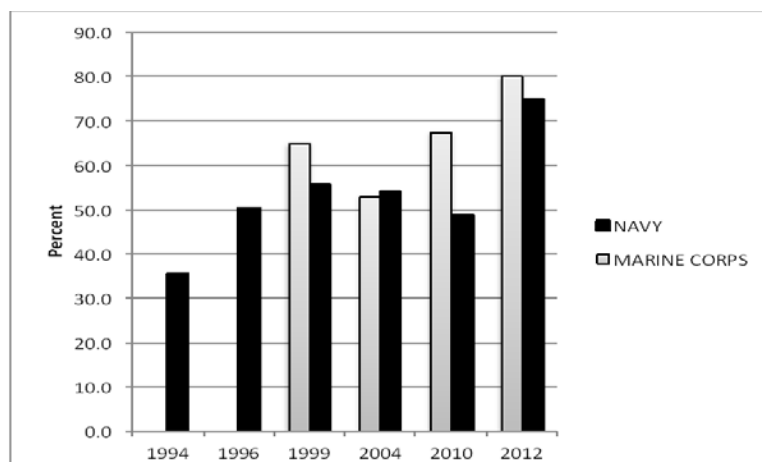
13. Homosexuals can be trusted with secret military documents.



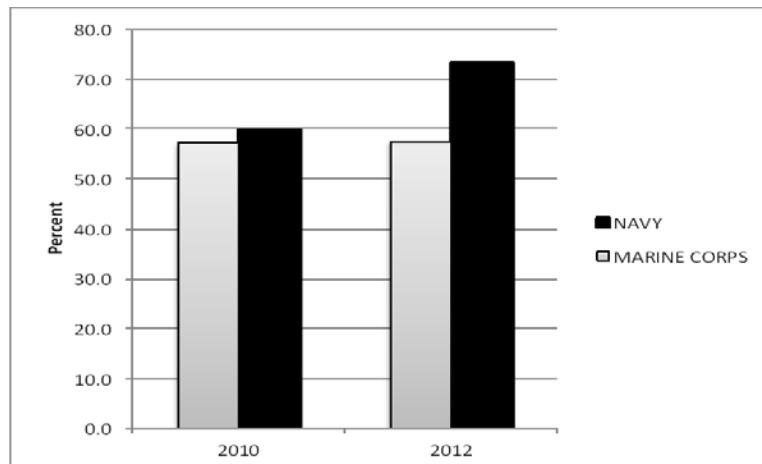
14. Gays and lesbians should be tolerated in our military.



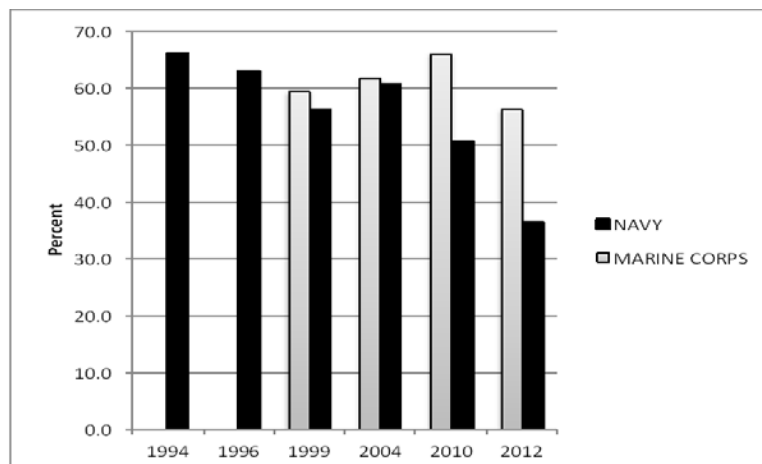
15. The current policy protects the rights of all Marines regardless of sexual orientation.



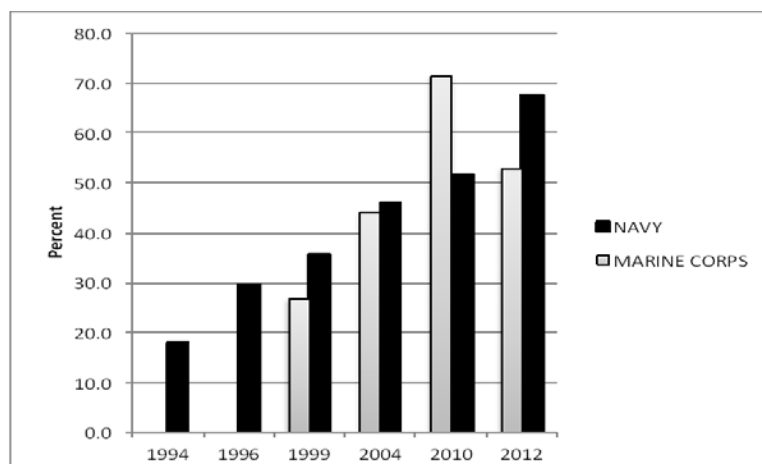
16. Gays and lesbians should be allowed to serve openly in our military.



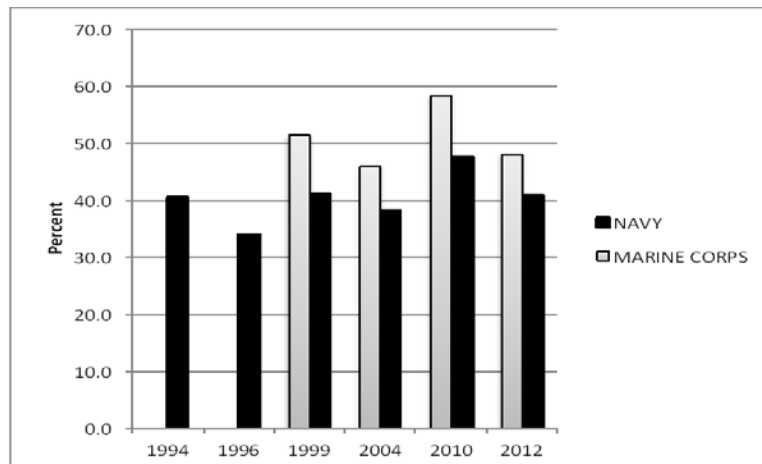
17. Homosexuals are more likely to suffer emotional problems in a military setting.



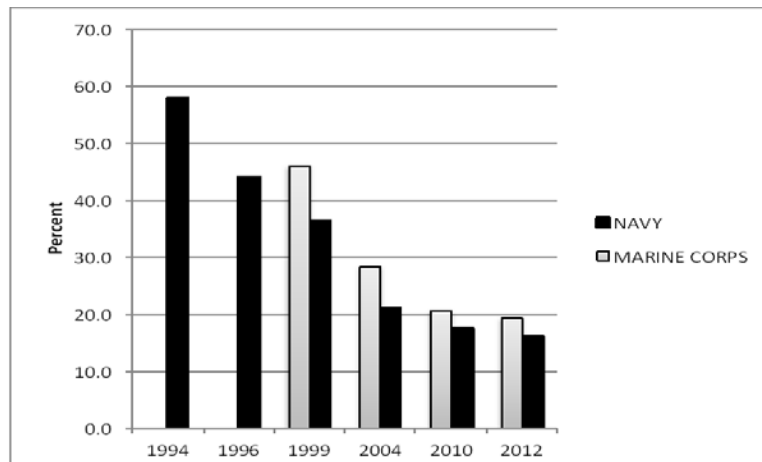
18. The current policy is good for national defense.



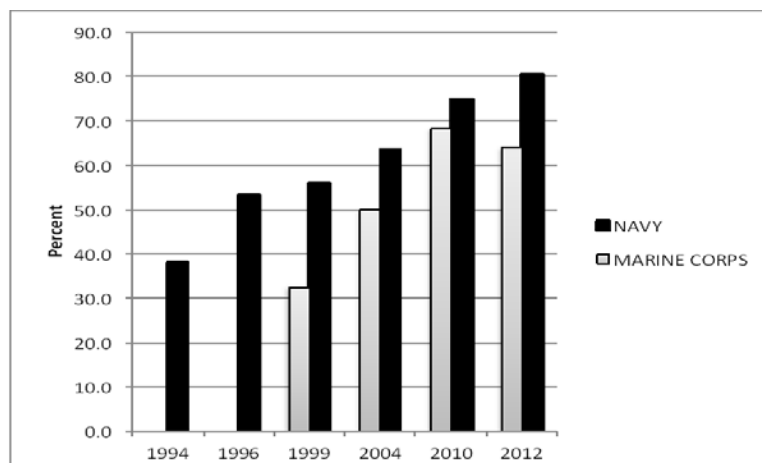
19. People are either heterosexually or homosexually oriented.



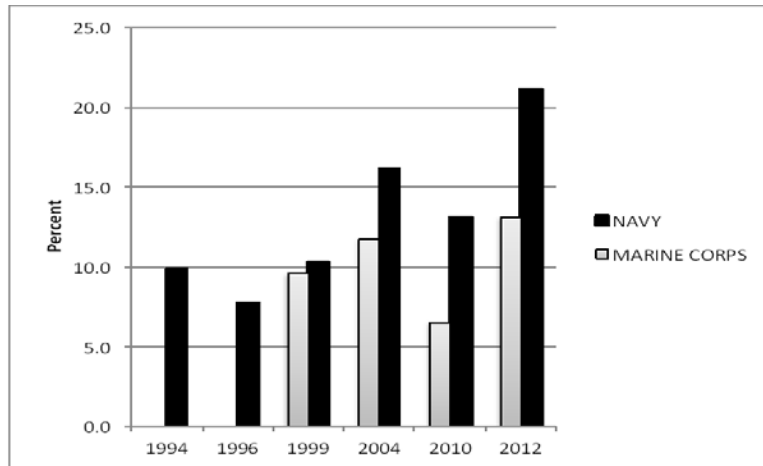
20. I feel uncomfortable in the presence of homosexuals and have difficulty interacting normally with them.



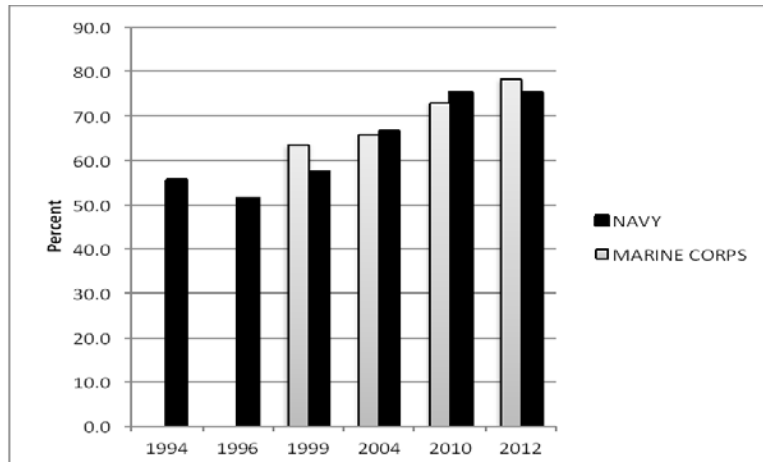
21. A Company Commanders sexual preference has no effect on the officer's ability to lead.



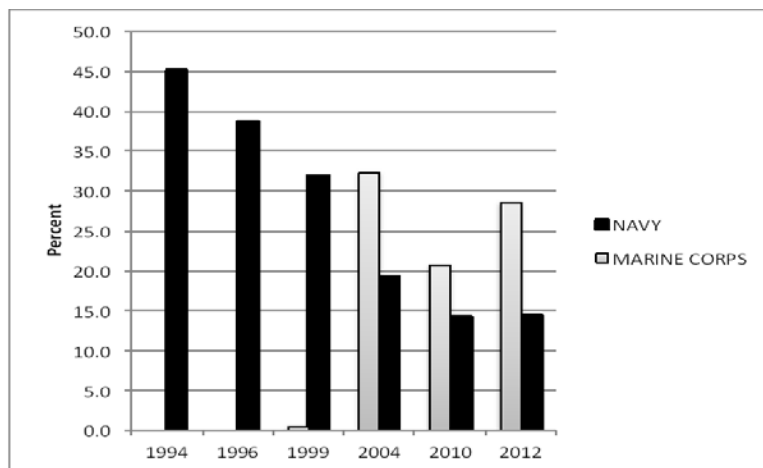
22. Religious teachings provide the only real obstacles to total acceptance of gays in the Marine Corps.



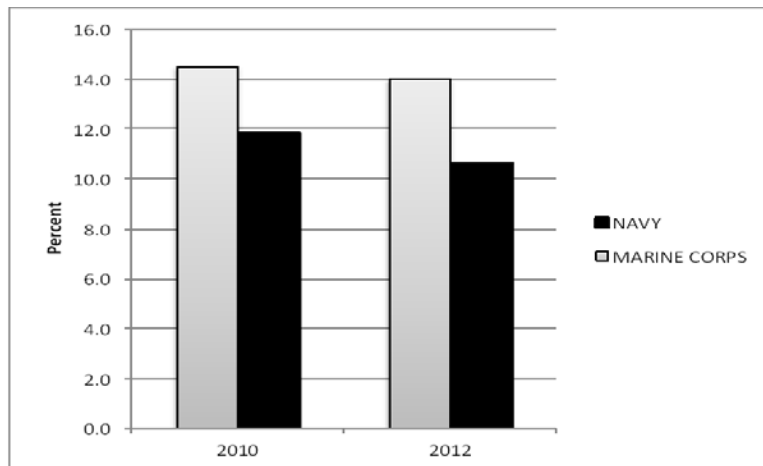
23. Civilian homosexuals are of no consequence to me.



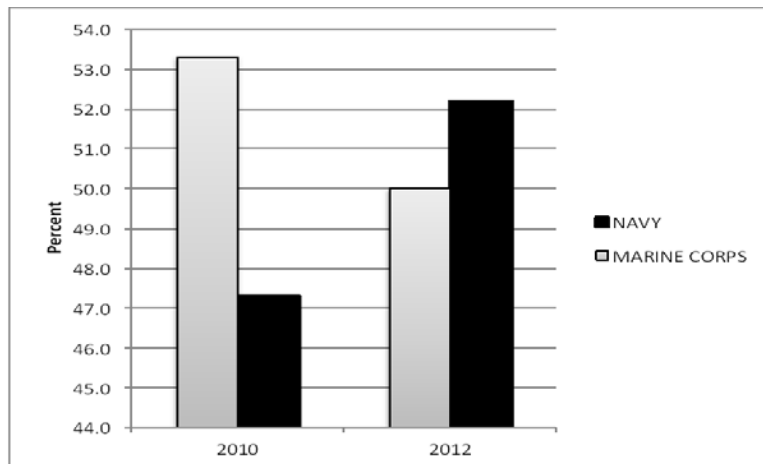
24. I would not want a gay person as a neighbor.



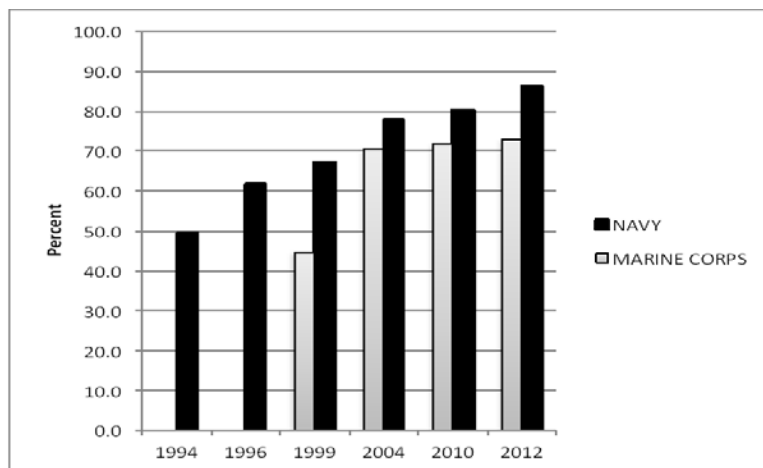
25. Gay men would not be reliable in a combat situation.



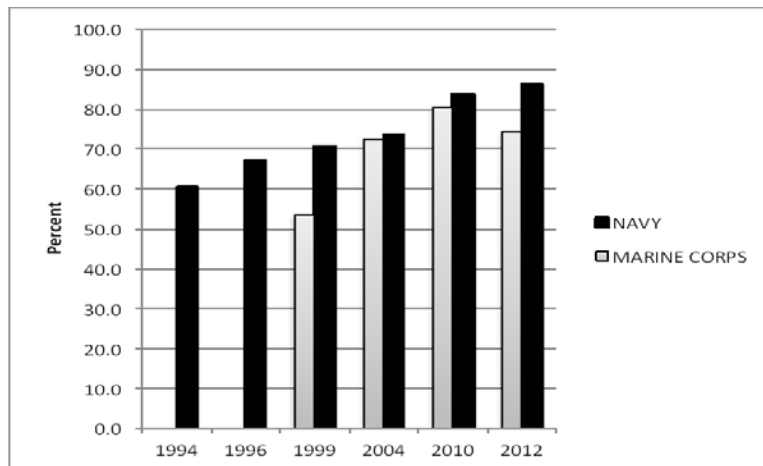
26. Being gay or lesbian is likely a genetic or biological trait.



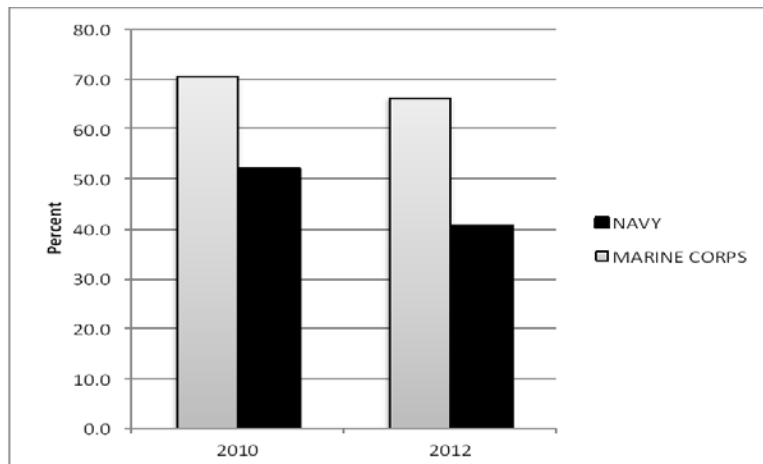
27. I would have no difficulty obeying an order from the Commanding Officer to work with a homosexual co-worker on a difficult or dangerous assignment.



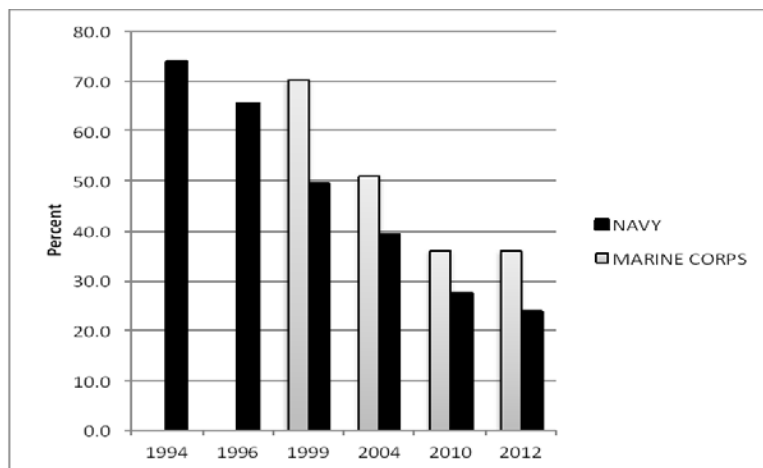
28. Homosexuals and heterosexuals should have equal rights.



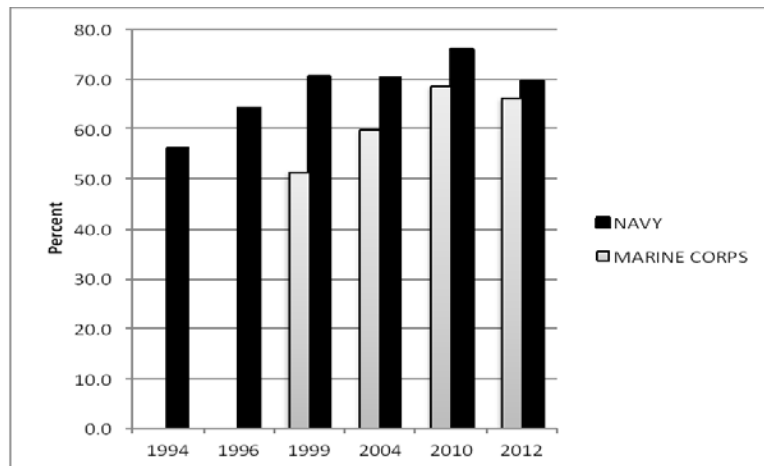
29. I would feel uncomfortable having to share my room with a homosexual service member.



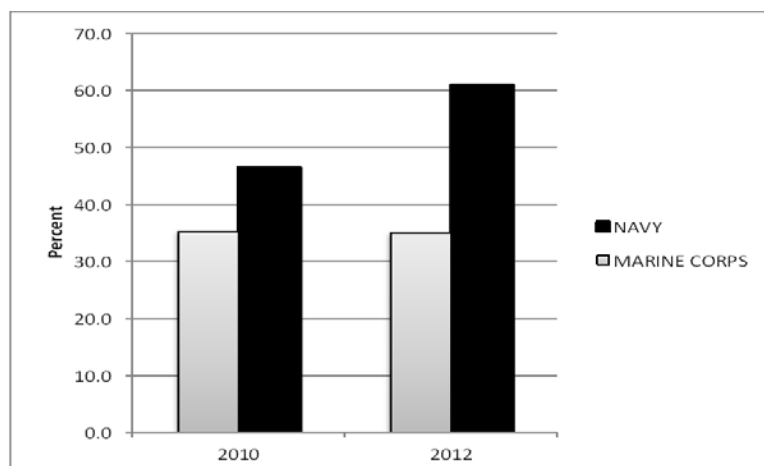
30. Homosexuals could pose a health risk to the Marine Corps.



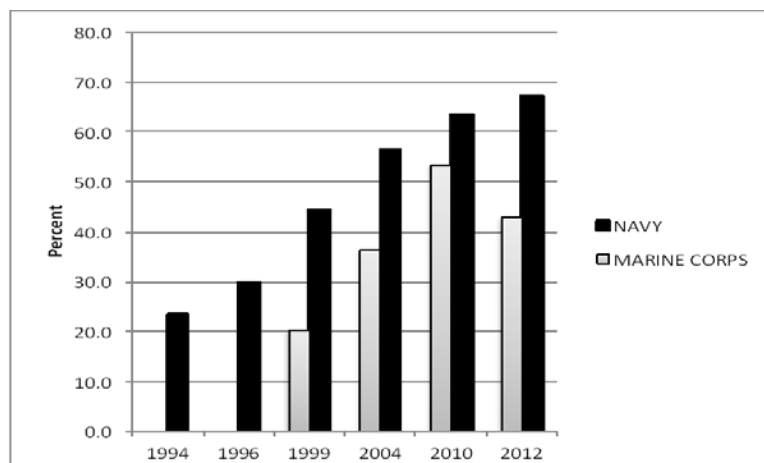
31. Compared with my peers, I consider myself more tolerant on the issue of homosexuals in the military.



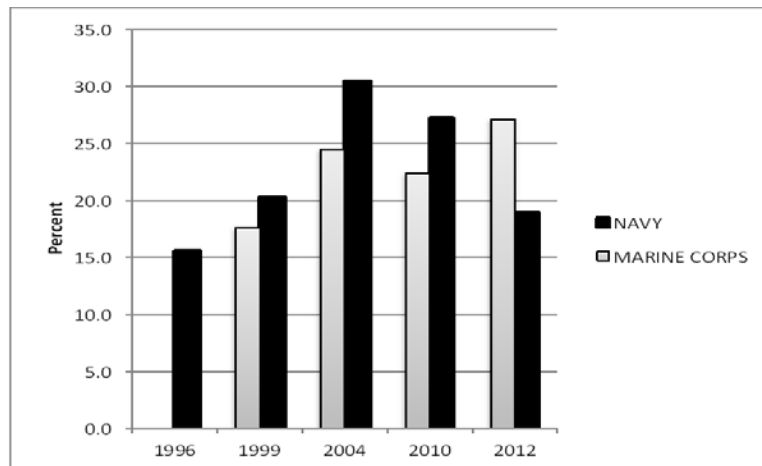
32. Allowing gays and lesbians to serve openly in the military increases the overall effectiveness of the armed forces.



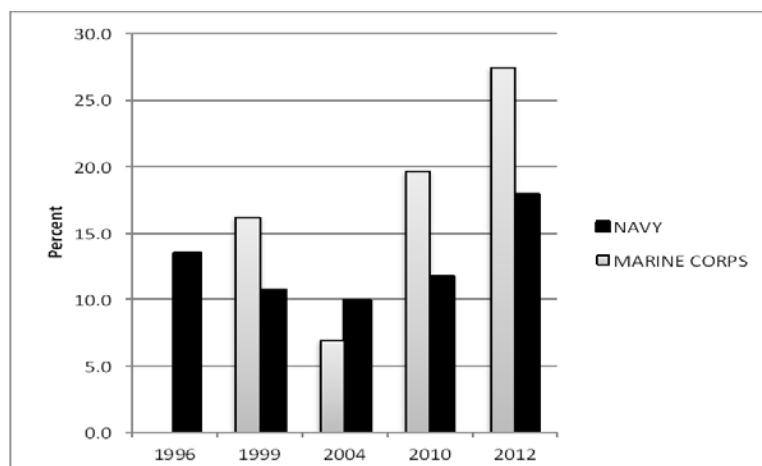
33. On the whole, I like the current policy better than the old policy.



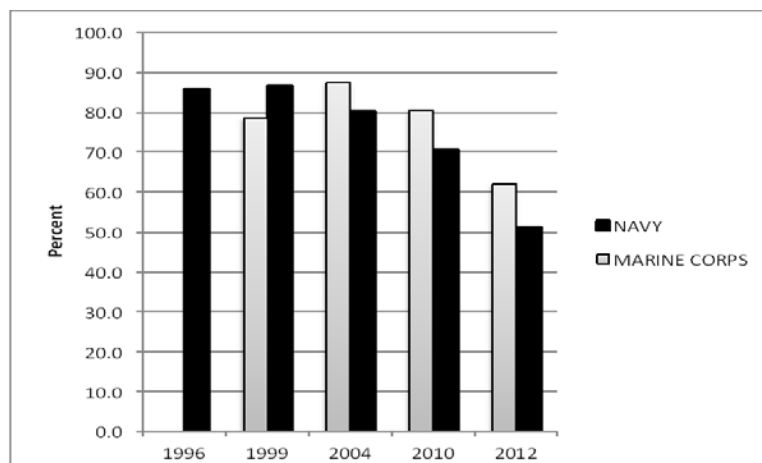
34. My attitude toward homosexuals has become more tolerant since the current policy was adopted.



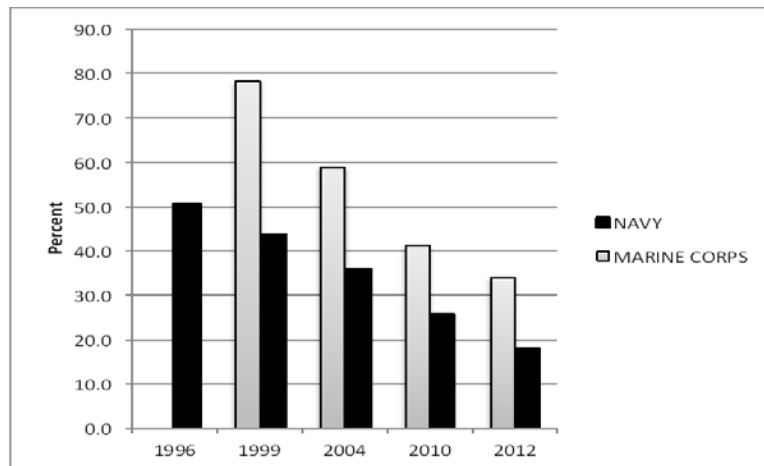
35. The current policy has the effect of encouraging homosexuals to make unwanted sexual advances.



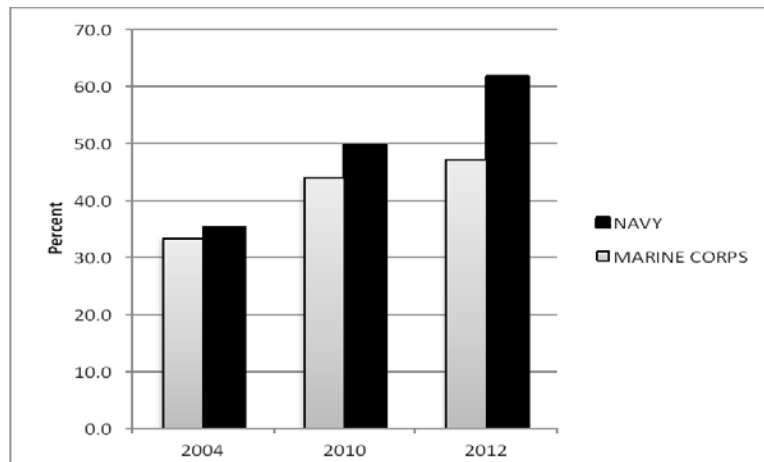
36. A homosexual's safety or life could be in danger due to beliefs held by other service members.



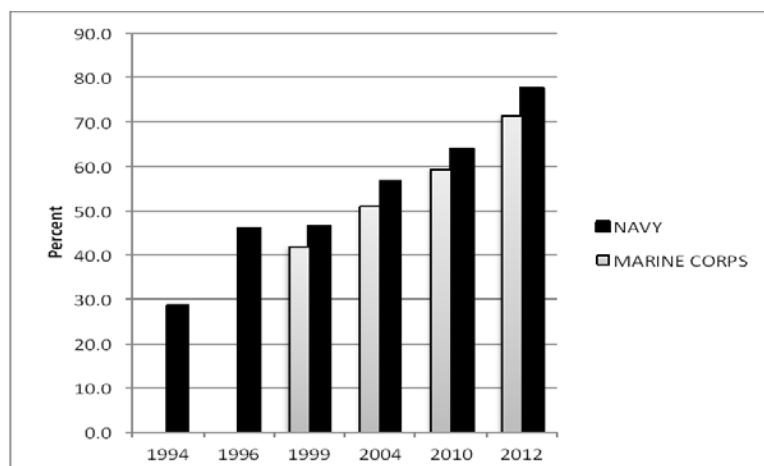
37. The presence of a homosexual in my unit would interfere with mission accomplishment.



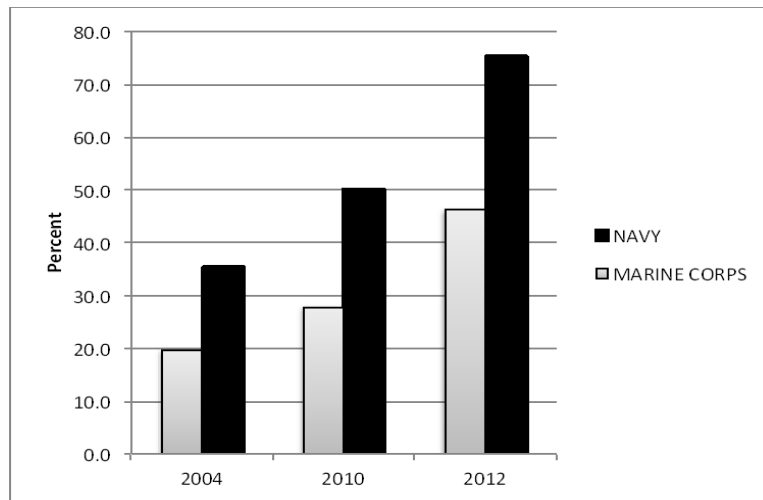
38. Homosexuals should have the same rights to marry as heterosexuals.



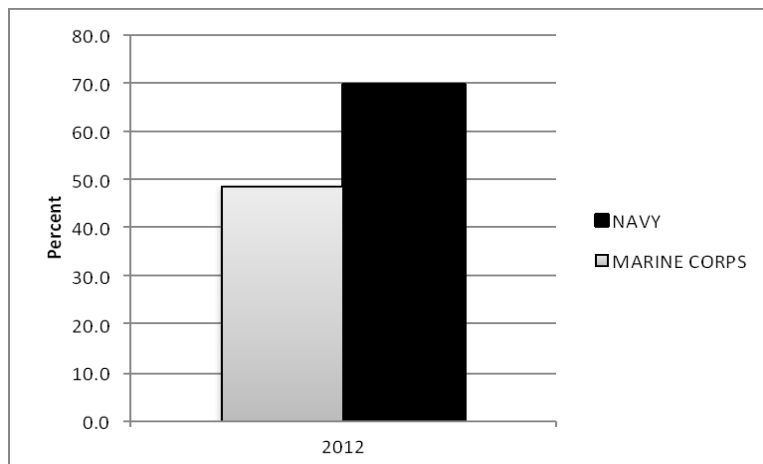
39. I have a friend or relative who is homosexual. (Data shown represent a "Yes" answer.)



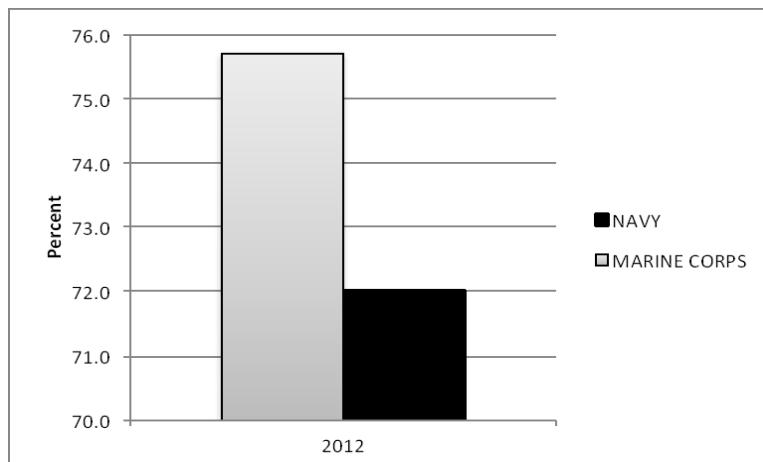
40. I personally know a homosexual service member.



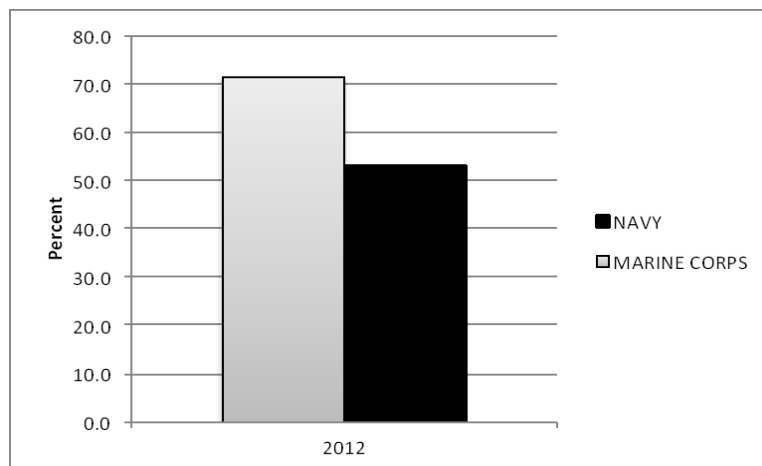
***41. The repeal of DADT was the correct course of action for the Department of Defense.**



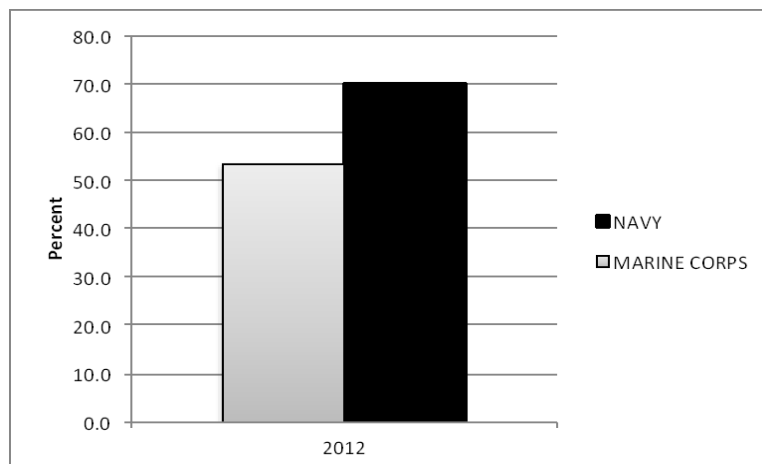
***42. The training I received from the Marine Corps prior to the repeal of DADT was effective.**



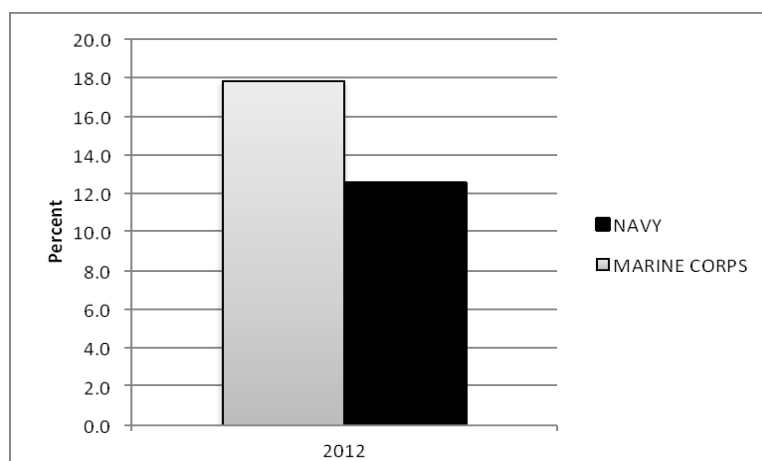
***43. The definition of marriage is the union of one man and one woman.**



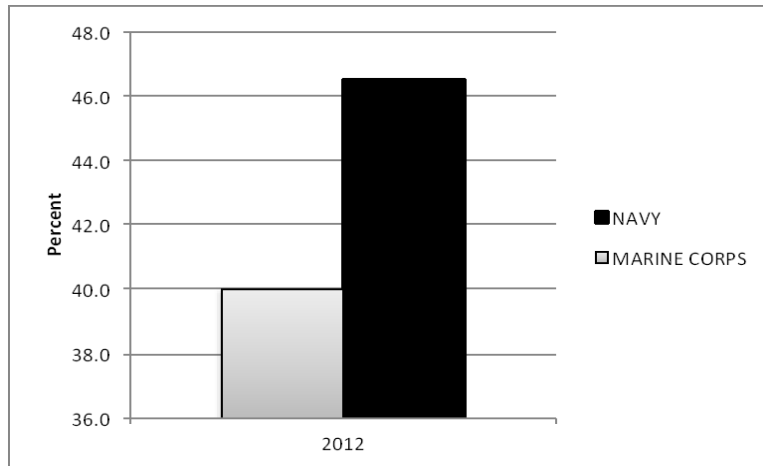
***44. Same-sex spouses of homosexual service members should be entitled to the same benefits provided to the spouses of heterosexual service members.**



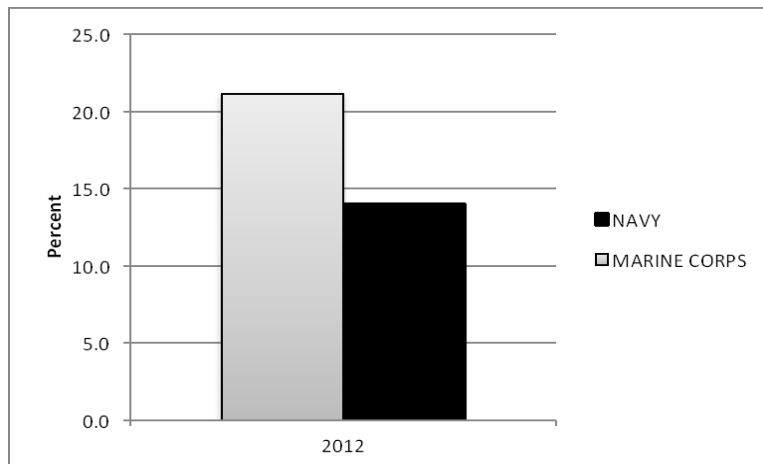
***45. The repeal of DADT makes it less likely that I will stay in the Marine Corps past my current service obligation.**



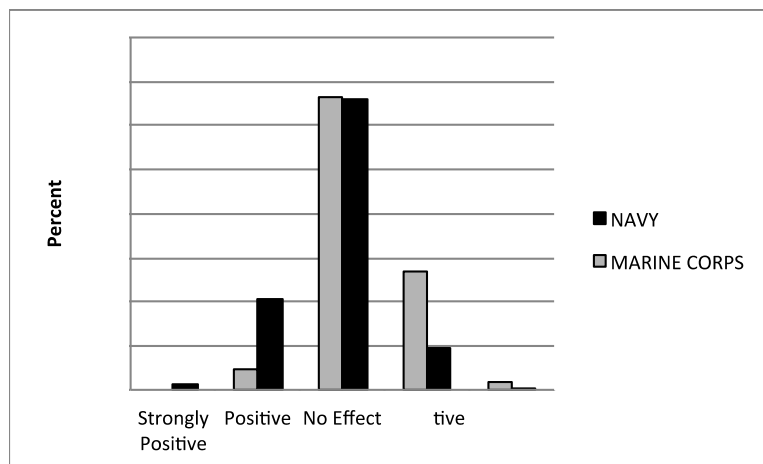
***46. Since the repeal of DADT, I have witnessed service members being more open about their sexual preferences.**



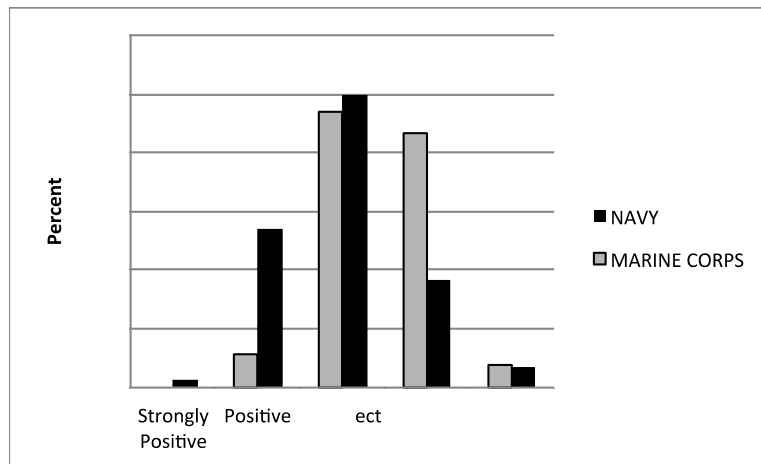
***47. The repeal of DADT has led to sexual misconduct in the Marine Corps.**



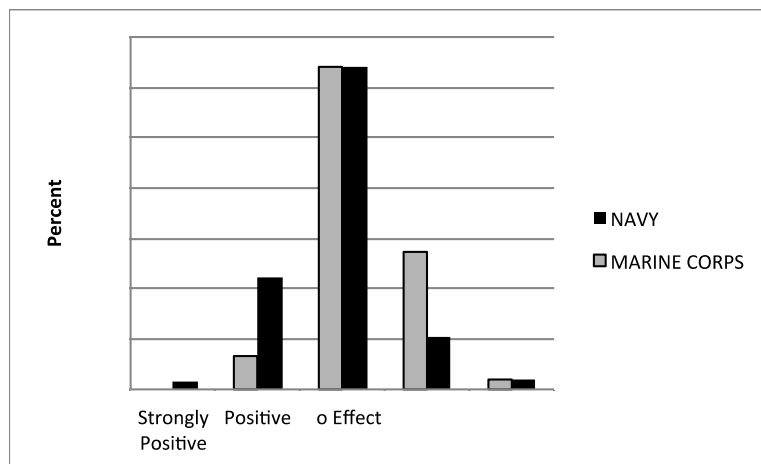
***48. How has the repeal of DADT affected reenlistment in the Marine Corps?**



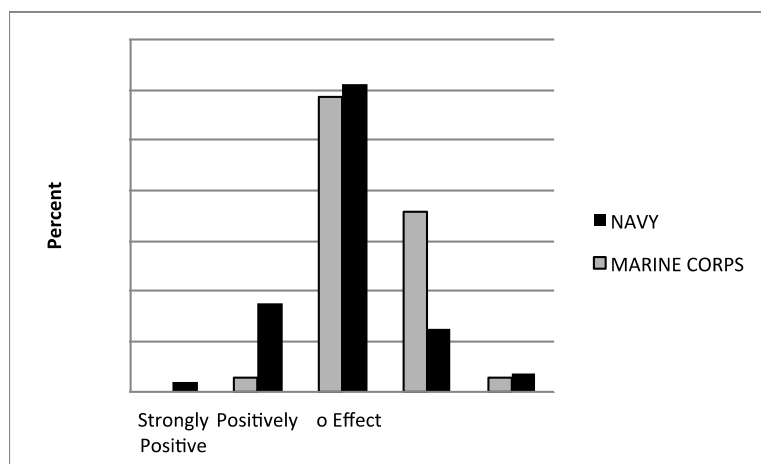
***49. How has the repeal of DADT affected morale in the Marine Corps?**



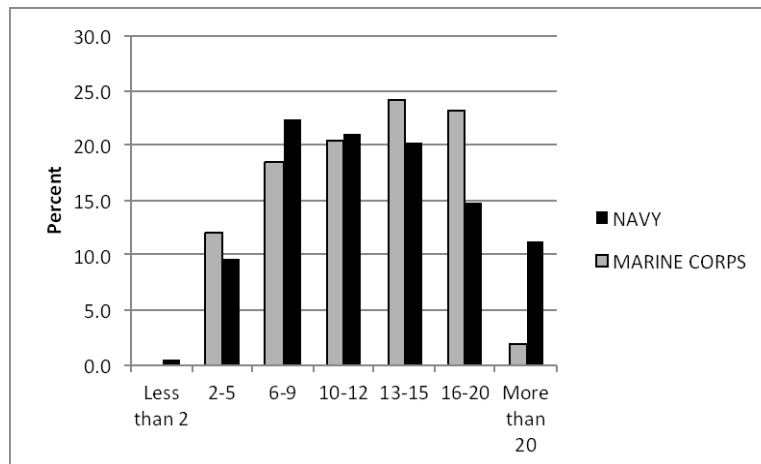
***50. How has the repeal of DADT affected retention in the Marine Corps?**



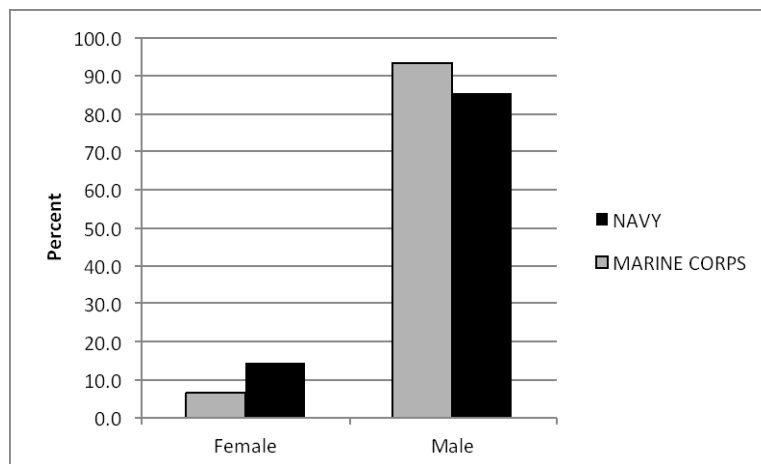
***51. How has the repeal of DADT affected unit cohesion in the Marine Corps?**



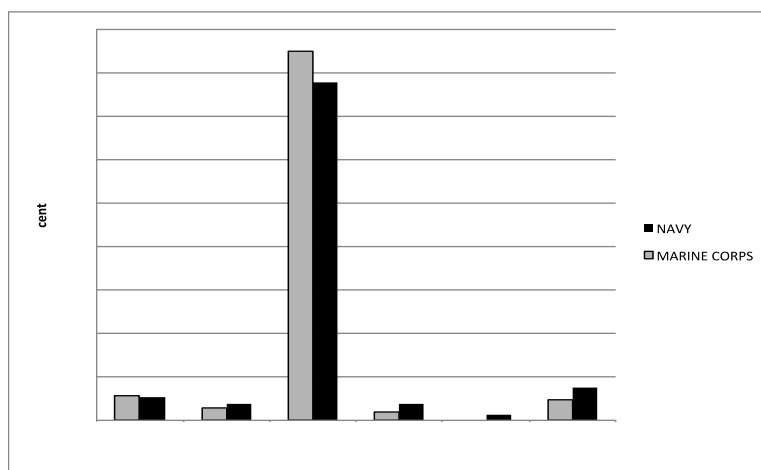
52. How many years have you been in the military?



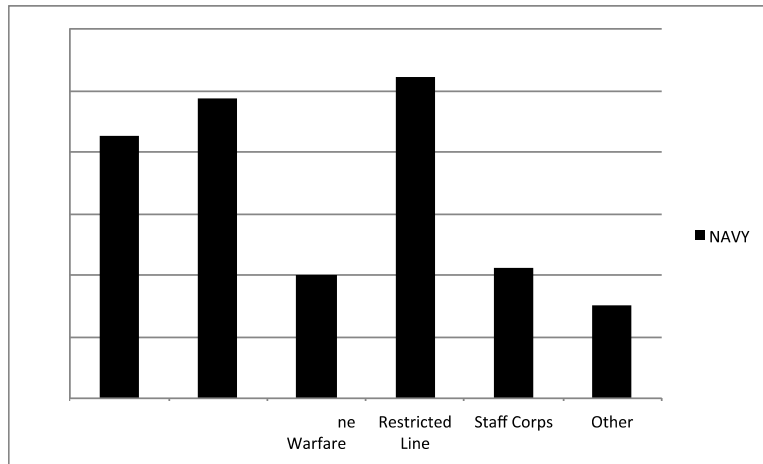
53. I am (Gender):



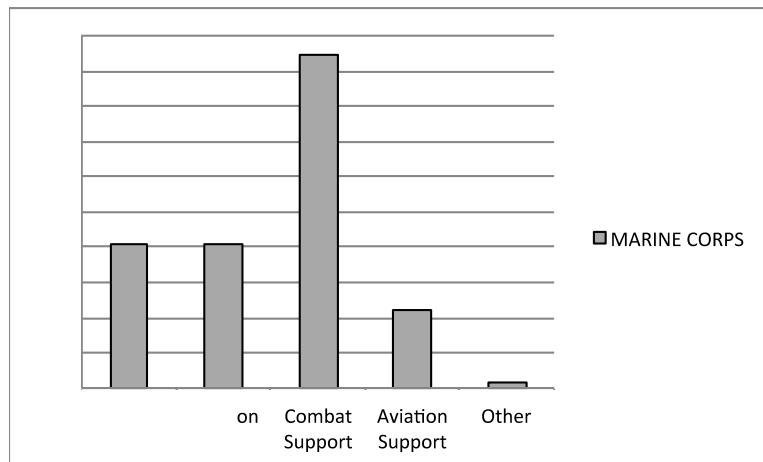
54. My race/ethnicity is:



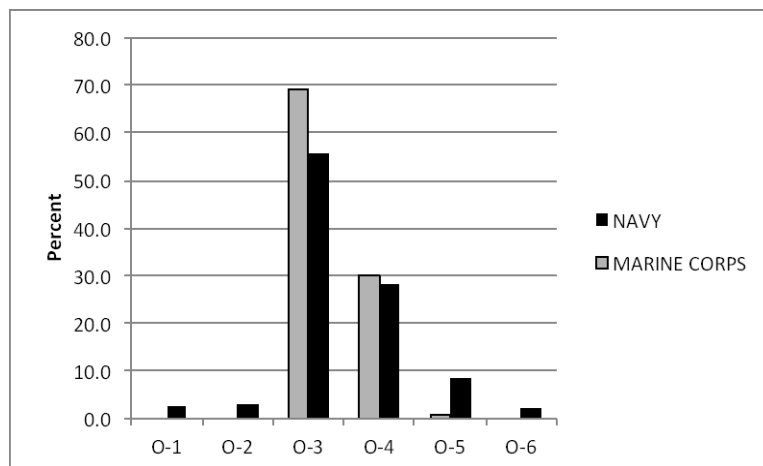
55. My designator is:



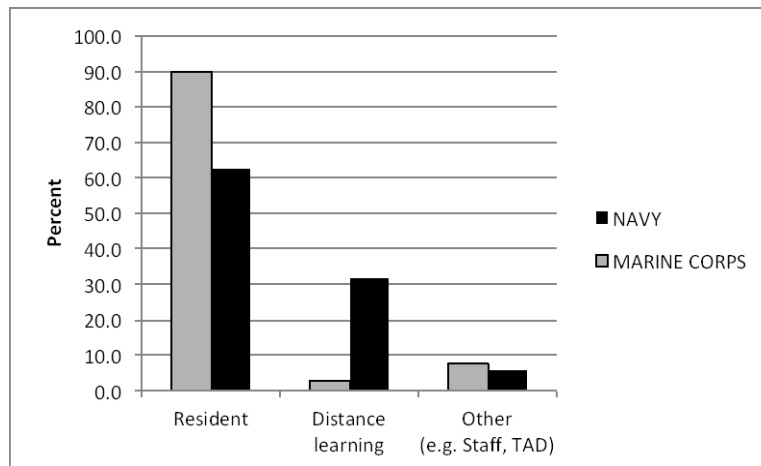
My MOS is:



56. My pay grade is:



57. Are you enrolled in a resident program or distance learning at NPS?



APPENDIX C. 2012 MARINE OFFICER SURVEY

***1. Introduction.** You are invited to participate in a research study entitled: **Marine Corps Officers' Attitudes Toward the Repeal of "Don't Ask, Don't Tell."** The purpose of the research is to examine Marine officers' attitudes since the repeal of "Don't Ask Don't Tell" (DADT). Many of the questions have appeared on five previous surveys at NPS beginning in 1994. This is part of an important and unique study that has tracked attitudes over the entire history of DADT.

Procedures. This survey should take approximately 20-30 minutes to complete.

Voluntary Nature of the Study. Your participation in this study is strictly voluntary. If you choose to participate you can change your mind at any time and withdraw from the study. You will not be penalized in any way or lose any benefits to which you would otherwise be entitled if you choose not to participate in this study or to withdraw. The alternative to participating in the research is to not participate in the research.

Potential Risks and Discomforts. The potential risks of participating in this study are minimal. Survey Monkey has been used at NPS as a proven survey tool with no known breeches of confidentiality. The survey will be administered in accordance with all NPS rules and regulations.

Anticipated Benefits. The results should provide the Department of Defense and the Marine Corps with current information on the attitudes of Marine officers regarding the repeal of DADT. This survey replicates previous surveys at NPS administered in 1994, 1996, 1999, 2004, and 2010. You will not benefit directly from your participation in this research.

Compensation for Participation. No tangible compensation will be given.

Confidentiality & Privacy Act. Any information that is obtained during this study will be kept confidential to the full extent permitted by law. All efforts, within reason, will be made to keep your personal information in your research record confidential but total confidentiality cannot be guaranteed. The storage and access of all information received for this study will be maintained by the primary researchers and saved on the secure NPS server.

Points of Contact. If you have any questions or comments about the research, or you experience an injury or have questions about any discomforts that you experience while

taking part in this study please contact the Principal Investigator, Dr. Mark Eitelberg, 656-3160, meitelberg@nps.edu. Questions about your rights as a research subject or any other concerns may be addressed to the Naval Postgraduate School IRB Chair, Dr. Lawrence Shattuck, (831)656-2473, lgshattu@nps.edu.

NOTICE: Since this is part of a continuing study, this DADT survey must follow the same format used in previous versions. Consequently, "Undecided" is not an option for the majority of the questions. Please select the response that is closest to your views, to ensure the survey is filled out completely. Thanks in advance for your support.

****I have read the consent to participate form and understand the content of this survey**

☐ Yes

☐ No

2. Full and open acceptance of homosexuals in the military sends the wrong message to the rest of society?

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

3. I would prefer not to have a homosexual in my command?

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

4. Homosexuals are born that way.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

5. Homosexual orientation is learned through society interaction and can be changed by will.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

6. The difference between sexual conduct and sexual orientation is clearly defined and I can distinguish between the two.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

7. I would have no difficulty working for a homosexual Commanding Officer.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

8. Lawful off-duty sexual activity would be of no concern to me.

- ☐ Strongly Agree
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- ☐ Disagree
- ☐ Strongly Disagree

9. Allowing homosexual personnel within the Marine Corps can cause the downfall of good order and discipline.

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- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

10. Homosexuality is a medical/psychological anomaly that can be changed to heterosexual preference through treatment.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

11. Gays and lesbians should be tolerated in our society.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

12. I can easily determine whether or not someone is homosexual by appearance and mannerisms.

- ☐ Strongly Agree
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13. Homosexuals can be trusted with secret military documents.

- ☐ Strongly Agree
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- ☐ Strongly Disagree

14. Gays and lesbians should be tolerated in our military.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

15. The current policy protects the rights of all Marines, regardless of sexual orientation.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

16. Gays and lesbians should be allowed to serve openly in the U.S. military.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

17. Homosexuals are more likely to suffer emotional problems in a military setting.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

18. The current policy is good for national defense.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

19. People are either heterosexually or homosexually orientated.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

20. I feel uncomfortable in the presence of homosexuals and have difficulty interacting normally with them.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

21. A Company Commander's sexual preference has no effect on the officer's ability to lead.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

22. Religious teachings provide the only real obstacle to total acceptance of gays in the Marine Corps.

- ☐ Strongly Agree
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- ☐ Strongly Disagree

23. Civilian homosexuals are of no consequence to me.

- ☐ Strongly Agree
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24. I would not want a gay person as a neighbor.

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25. Gay men would not be reliable in a combat situation.

- ☐ Strongly Agree
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26. Being gay or lesbian is likely a genetic or biological trait.

- ☐ Strongly Agree
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- ☐ Disagree
- ☐ Strongly Disagree

27. I would have no difficulty obeying an order from the Commanding Officer to work with a homosexual co-worker on a difficult or dangerous assignment.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

28. Homosexuals and heterosexuals should have equal rights.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

29. I would feel uncomfortable having to share my room with a homosexual service member.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

30. Homosexuals could pose a health risk to the Marine Corps.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

31. Compared with my peers, I consider myself more tolerant on the issue of homosexuals in the military.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

32. Allowing gays and lesbians to serve openly in the military increases the overall effectiveness of the armed forces.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

33. On the whole, I like the current policy better than the old policy.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

34. My attitude toward homosexuals has become more tolerant since the current policy was adopted.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

35. The current policy has the effect of encouraging homosexuals to make unwanted sexual advances.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

36. A homosexual's safety or life could be in danger due to beliefs held by other service members.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

37. The presence of a homosexual in my unit would interfere with mission accomplishment.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

38. Homosexuals should have the same rights to marry as do heterosexuals.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

39. I have a friend or relative who is homosexual.

- ☐ Yes
☐ No
☐ Unsure

40. I personally know a homosexual service member.

- ☐ Strongly Agree
☐ Agree
☐ Disagree
☐ Strongly Disagree

41. The repeal of DADT was the correct course of action for the Department of Defense.

- ☐ Strongly Agree
☐ Agree
☐ Disagree
☐ Strongly Disagree

42. The training I received from the Marine Corps prior to the repeal of DADT was effective.

- ☐ Strongly Agree
☐ Agree
☐ Disagree
☐ Strongly Disagree

43. The definition of marriage is the union of one man and one woman.

- ☐ Strongly Agree
☐ Agree
☐ Disagree
☐ Strongly Disagree

44. Same-sex spouses of homosexual service members should be entitled to the same benefits provided to the spouses of heterosexual service members.

- ☐ Strongly Agree
☐ Agree
☐ Disagree
☐ Strongly Disagree

45. The repeal of DADT makes it less likely that I will stay in the Marine Corps past my current service obligation.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

46. Since the repeal of DADT, I have witnessed service members being more open about their sexual preferences.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

47. The repeal of DADT has led to sexual misconduct in the Marine Corps.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

48. How has the repeal of DADT effected reenlistment in the Marine Corps?

- ☐ Strong positive effect
- ☐ Positive effect
- ☐ No effect
- ☐ Negative effect
- ☐ Strong negative effect

49. How has the repeal of DADT effected morale in the Marine Corps?

- ☐ Strong positive effect
- ☐ Positive effect
- ☐ No effect
- ☐ Negative effect
- ☐ Strong negative effect

50. How has the repeal of DADT effected retention in the Marine Corps?

- ☐ Strong positive effect
- ☐ Positive effect
- ☐ No effect
- ☐ Negative effect
- ☐ Strong negative effect

51. How has the repeal of DADT effected unit cohesion in the Marine Corps?

- ☐ Strong positive effect
- ☐ Positive effect
- ☐ No effect
- ☐ Negative effect
- ☐ Strong negative effect

52. How many years have you been in the military?

- ☐ 2-5
- ☐ 6-9
- ☐ 10-12
- ☐ 13-15
- ☐ 16-20
- ☐ More than 20

53. I am (Gender)

- ☐ Male
- ☐ Female

54. My race/ethnicity is:

- ☐ Hispanic
- ☐ African American
- ☐ Caucasian
- ☐ Asian/Pacific Islander
- ☐ Native American
- ☐ Other

55. My Military Occupational Specialty (MOS) is:

- ☐ Combat Arms
- ☐ Aviation
- ☐ Combat Support
- ☐ Aviation Support
- ☐ Other

56. My pay grade is:

- ☐ O-1
- ☐ O-2
- ☐ O-3
- ☐ O-4
- ☐ O-5
- ☐ O-6

57. Are you enrolled in a distance learning or resident program at NPS?

- ☐ Distance learning
- ☐ Resident
- ☐ N/A

58. Are you interested in participating in a confidential focus group related to the repeal of DADT and unit cohesion? The focus group will expand on specific comments provided by the survey respondents and address additional points of interest. It should be emphasized that the confidentiality of all participants and their responses will be strictly protected under NPS-IRB guidelines.

"If you would like participate in a focus group, please contact Capt Grant Callahan at gwcallah@nps.edu"

- ☐ Yes, I will contact Capt Callahan.
- ☐ No thank you.

59. Please feel free to share any comments below.

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APPENDIX D. INITIAL SURVEY DISTRIBUTION EMAIL

Subj: Marine Corps Officer Attitudes toward the Repeal of “Don’t Ask, Don’t Tell.”

Fellow Marines:

LCDR XXX and I are administering a survey that examines the attitudes of Marine Corps officers’ toward the repeal of “Don’t Ask, Don’t Tell” (DADT) as our thesis topic in the Graduate School of Business and Public Policy. This study will provide the Department of Defense and the Marine Corps with current information on the attitudes of Marine officers’ toward the repeal of DADT. This survey is a continuation of a 19-year effort here at NPS to study the attitudes of officers towards DADT. It is the latest part of a truly unique study that has tracked attitudes over the entire history of DADT, and now, one year following its removal.

PLEASE HELP OUR EFFORTS BY TAKING ROUGHLY 20–30 MINUTES OUT OF YOUR DAY TO COMPLETE THIS SURVEY.

Participation:

Your participation will assist us in identifying trends in Marine officers’ attitudes since the repeal of DADT. As indicated above, this is the sixth administration of a survey that was first administered at NPS in 1994, a few months after DADT was introduced. The very same survey was administered again in 1996, 1999, 2004, and 2010.

How to Participate:

Your responses to the survey questions are entirely anonymous. Survey Monkey does not actively inspect or monitor customer’s individual survey questions or responses nor do they sell the data collected or the email collector lists for

marketing purposes. This survey should take roughly 20–30 minutes to complete and is available online through the “Survey Monkey” link below.

CLICK THE LINK BELOW to begin taking the survey.

<https://www.surveymonkey.com/s/XXX>

NOTICE: Since this is part of a continuing study, the DADT survey MUST follow the same format used in previous versions. Consequently, “Undecided” is not an option when agreeing or disagreeing with a survey item. PLEASE select the response CLOSEST to your views to ensure that the survey is filled out completely. Thanks again for your time and help!

If you have any questions or comments about the research, or you experience an injury or have questions about any discomforts that you experience while taking part in this study, please contact the Principal Investigator, Dr. XXX at, XXX@nps.edu. Questions about your rights as a research subject or any other concerns may be addressed to the Naval Postgraduate School IRB Chair, Dr. XXX, at XXX@nps.edu.

APPENDIX E. SURVEY REMINDER EMAIL

Subj: Marine Corps Officer Attitudes toward the Repeal of “Don’t Ask, Don’t Tell.”

Fellow Marines:

This is just a reminder that our survey will only be available for one more week. I ask that you take the anonymous survey to assist in a study that has been administered at NPS for over 19 years. I have received some feedback that the survey actually only takes about 10–15 minutes.

CLICK THE LINK BELOW to begin taking the survey.

<https://www.surveymonkey.com/XXX>

Thank you to those who have already taken the survey and we look forward to seeing the survey responses from some who have not.

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APPENDIX F. FINAL SURVEY REMINDER EMAIL

Subj: Marine Corps Officer Attitudes toward the Repeal of “Don’t Ask, Don’t Tell.”

Fellow Marines:

Our DADT survey link will close this Thursday.

Thank you to those that have already participated. Your support is greatly appreciated.

For those of you, who have yet to take the survey, please consider this by clicking on the attached link. It should take no more than 20 minutes.

<https://www.surveymonkey.com/s/XXX>

The original email is attached for your reference.

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APPENDIX G. INITIAL FOCUS GROUP DISTRIBUTION EMAIL

Subj: Marine Corps Officer Attitudes toward the Repeal of “Don’t Ask, Don’t Tell.”

Fellow Marines:

LCDR XXX and I have already administered a survey that examined the attitudes of Marine Corps officers, toward the repeal of “Don’t Ask, Don’t Tell” (DADT) as part of our thesis in the Graduate School of Business and Public Policy. This study will provide the Department of Defense and the Marine Corps with current information on the attitudes of Marine officers toward the repeal of DADT. This survey is a continuation of a 19-year effort here at NPS to study the attitudes of officers’ towards DADT. It is the latest part of a truly unique study that has tracked attitudes over the entire history of DADT, and now one year following its removal.

Now, we need your help to solidify the survey results. You can assist our efforts by taking part in a brief but structured focus group that will further expand upon the survey questions you may have already answered. These focus groups will provide our research team the opportunity to probe more deeply into the topics that were covered in the structured survey.

Participation:

Your participation is strictly voluntary and will assist us in identifying trends in Marine officers’ attitudes since the repeal of DADT.

How to Participate:

Please contact LCDR XXX at XXX@nps.edu to schedule (1) fifty minute session that will allow you to discuss your thoughts toward the repeal of DADT.

Please choose a primary and alternate date from below:

- Monday, November 26, 2012
- Tuesday, November 27, 2012
- Wednesday, November 28, 2012
- Thursday, November 29, 2012

These focus groups will meet from 1200 – 1250 in Room 203 of Reed Hall.

Thanks again for your time and help!

If you have any questions or comments about the focus group, or you experience an injury or have questions about any discomforts that you experience while taking part in this focus group, please contact the principal investigator, Dr. XXX at XXX@nps.edu. Questions about your rights as a research subject or any other concerns may be addressed to the Naval Postgraduate School IRB Chair, Dr. XXX at XXX@nps.edu.

APPENDIX H. CONSENT TO PARTICIPATE IN RESEARCH

Introduction. You are invited to participate in a focus group that looks at: Marine Corps Officer Attitudes toward the Repeal of “Don’t Ask, Don’t Tell.” The purpose of the research is to examine Marine Corps officers’ attitudes toward the repeal of “Don’t Ask Don’t Tell” (DADT) and to track changes in these attitudes over time.

Procedures. Participation will include (1) fifty-minute focus group. Participant responses will be recorded to ensure accurate statements.

Location. The focus group will take place onboard Naval Support Activity, Monterey and inside Reed Hall.

Cost. There is no cost to participate in this research study.

Voluntary Nature of the Study. Your participation in this focus group is strictly voluntary. If you choose to participate, you can change your mind at any time and withdraw from the group. You will not be penalized in any way or lose any benefits to which you would otherwise be entitled if you choose not to participate in this focus group or to withdraw. The alternative to participating in the research is to not participate in the research.

Potential Risks and Discomforts. The potential risks of participating in this focus group are minimal to moderate. We ask that you be respectful to all other participants in the group. We ask that you be especially respectful of each individual’s privacy and confidentiality by ensuring that you don’t disclose any information, comments, or opinions of fellow group members to anyone outside of the group.

Anticipated Benefits. The results should provide the Department of Defense and Marine Corps leadership with current information on the attitudes of Marine Corps officers regarding the repeal of DADT. This focus group should provide a deeper probe behind specific attitudes that Marine Corps officers have toward the repeal. You will not benefit directly from your participation in this research.

Compensation for Participation. No tangible compensation will be given.

Confidentiality & Privacy Act. Any information that is obtained during this study will be kept confidential to the full extent permitted by law. All efforts, within reason, will be made to keep your personal information in our research record confidential but total confidentiality cannot be guaranteed. The primary researchers will maintain the storage and access of all information received for this study.

Points of Contact. If you have any questions or comments about the research, or you experience an injury or have questions about any discomforts that you experience while taking part in this study, please contact the principal investigator, Dr. XXX at XXX@nps.edu. Questions about your rights as a research subject or any other concerns may be addressed to the Naval Postgraduate School IRB Chair, Dr. XXX at XXX@nps.edu.

Statement of Consent. I have read the information provided above. I have been given the opportunity to ask questions and all the questions have been answered to my satisfaction. I have been provided a copy of this form for my records and I agree to participate in this study. I understand that by agreeing to participate in this research and signing this form, I do not waive any of my legal rights.

Participant Name:

Signature:

APPENDIX I. FOCUS GROUP OUTLINE

Marine Corps Officer Base-Line Questions for Discussion:

Baseline Question – In general, how did you feel about the repeal of DADT?

1) Some say that the Marine Corps as a whole has become more accepting of LGB's. Do you agree or disagree and why?

2) Since the repeal of DADT, have you noticed Marines being more open about their sexual preferences in general?

3) Would you have, or have you had any issues serving under / with a known or suspected LGB Marine?

4) What do you think about habitability issues since the repeal of DADT?

5) What are your thoughts on the overall readiness of the Marine Corps since the repeal?

6) What do you know about the Defense of Marriage Act and benefits for same-sex couples?

7) How do you rate the training you received from the Marine Corps prior to the repeal?

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APPENDIX J. OPEN-ENDED RESPONSES

USMC Officers' Attitudes Toward the Repeal of "Don't Ask, Don't Tell" 

Please feel free to share any comments below.	
	Response Count
	32
answered question	32
skipped question	80

Page 2, Q1. Please feel free to share any comments below.

1	If we continue to let society dictate how the military "should" be run, this will continually lead to erosion of standards. The military is a separate organization with distinct attributes. It is a shame we have to let the whines of society infiltrate the profession of arms.	Nov 13, 2012 1:04 PM
2	DOMA needs repeal.	Nov 13, 2012 10:05 AM
3	There will always be a problem/situation with homosexuals in the military as well as in society. There are still issues today with women, blacks, and minorities in the military and society. These issues are slowly being resolved because society is becoming more open with these issues.	Nov 9, 2012 5:34 PM
4	I feel like Marines don't care about your sexual orientation, so long as you are dependable. The commandant asked some of the same questions of 3/5 BC while were deployed. His answers were consistent with mine here. Race, religious preference, sexual orientation don't matter. If they do, you are a bigot and don't belong in my Marine Corps.	Nov 9, 2012 1:34 PM
5	the decision has been made and orders have been given. at this point opinions do not matter, it is our duty to get in step and execute the orders given	Nov 8, 2012 7:53 PM
6	The majority of Americans are Christian. Those who firmly believe in the Bible as absolute truth will strongly oppose an openly homosexual movement within the Marine Corps...or anywhere else. We accept them as humans and will love them as brothers and sisters, but we know this repeal will, and already has, led to relaxing other rules and regulations. This went far beyond to "openly gay" to a debate about homosexual "dependents" getting the same rights and privileges. Christians see this as opening a door to a room we don't want to enter.	Nov 8, 2012 12:33 PM
7	There ought to be more answer options instead of agree or disagree and strong variations of the two, because there are some answers where you may not have a strong, definitive feeling one way or another.	Nov 8, 2012 11:37 AM
8	It is unfortunate to see the military misused as a policy changing tool by the politicians to make a political statement when the rest of society's rules, statutes, and social mores have not even caught up to establishing the new norms from which the military regulations are derived to address the repeal of DADT.	Nov 8, 2012 11:25 AM
9	Many of your questions should have the "I don't know response" especially those that ask if DADT affected morale, recruiting, etc. You are forcing an answer for a question that your respondents may NOT in fact know.	Nov 8, 2012 11:07 AM
10	My biggest issue with the repeal of DADT was the requirement to pause operations to add yet another administrative training requirement to the laundry list. Find a way to incorporate future training into the eight million other training requirements unit commanders already face. Policy changes that create new training requirements are going to be poorly received in some cases not for the change in policy, but for the administrative burden placed on units. In keeping DADT training separate and unique you are not only consuming more time with administria that many Marines in the audience tune out, but you are also making this less about diversity/respect for others differences and more about the differences between gay and straight people.	Nov 8, 2012 10:25 AM

Page 2, Q1. Please feel free to share any comments below.

11	As a servicemember with a sibling (also a service member) who is a homosexual, I can attest to the fact that having to keep that secret as a service member is a heavy burden and is problematic. In addition, my sibling does not flaunt or make sexual preference a topic in the carrying out of their duties in the US armed forces.	Nov 8, 2012 8:53 AM
12	The reality is that in 50 years time, this topic will be archaic and homosexuality will be a fully accepted part of society as the American culture evolves and shifts toward a more liberal, base. In other words, expanding homosexuality will become common place in a expanding heterogeneous society.	Nov 8, 2012 8:43 AM
13	Some of these questions are vague, such as 19, which makes no mention of bisexual or transgendered individuals. There are also questions that confuse the issue, such as gay men's effectiveness in combat--how about straight men's effectiveness when women are present, such as in convoys and on FOBs/COPs? They have been proven to become ineffective in studies done by Israells with mixed gender units. My point is mixing the reactions of DADT with opinions of combat effectiveness clouds the real issues at hand--which is the inherent bigotry of our military towards homosexuality, something that was protected under DADT and needs to change.	Nov 8, 2012 8:34 AM
14	Many of the survey questions didn't allow a solid answer. Questions like: 24. I would not want a gay person as a neighbor. The answers do not leave the option of neither. I would care if I had children and the behavior of a male or female was inappropriate but if that individual was a good neighbor, doesn't mean I would want or not want them as a neighbor.	Nov 4, 2012 9:50 AM
15	I do not believe the government should have anything to say about what happens in someone's bedroom beyond basic human rights. I know many homosexuals, bisexuals, asexuals, and heterosexuals, and their sexual preference has no effect on their competence or job performance. Saying that one sexuality is inferior is as ridiculous a claim as stating that someone with blue eyes is smarter than a person with brown eyes or, or that a protestant is somehow harder-working than someone who follows Buddhism. The hype given to the repeal of DADT is inversely proportional to the amount of difference it makes to our institution.	Nov 2, 2012 12:32 PM
16	I haven't seen any change since the repeal of DADT. There have been views expressed about people's personal opinions on the matter, but as a whole I haven't witnessed anyone saying they will leave the service because of the repeal. It could have an effect on the individual who opens up about their sexual orientation when others disagree with that orientation and are confrontational about it. It comes down to the command climate established on the issue and the professionalism of the Marines/Sailors/leadership of each unit. The effectiveness of the force hasn't changed in my mind. We are still the same Marine Corps. I don't believe that homosexuality is a learned orientation, however I think that the openness of ones sexual orientation is based on how comfortable that person feels about others accepting them. Society has seemed to become more open to homosexuality, therefore people are more willing to express their orientation.	Nov 2, 2012 10:12 AM
17	The concerns I have are similar to the concerns that exist whenever a military unit is integrated with male and females. As a combat arms officer, I have	Nov 2, 2012 6:15 AM

Page 2, Q1. Please feel free to share any comments below.

	always felt that we had an advantage, not having to deal with sexual tension or relationships in our units. Conversely, non-combat arms units who are integrated tend to deal with more personnel issues than this. The lost advantage that comes with repealing DADT may be a necessary loss, but it will certainly introduce personnel aspects that were not present in combat arms before.	
18	the views that I expressed in the survey were my own personal views and experiences that I have had as a Company Commander with personnel that were both open and private with their homosexuality. It did have an effect on good order and discipline in the cases of openly expressing thier homosexuality due to the ability to "flaunt" the novelty that no one could do anything about it anymore. This lead to more deviance while off duty.	Nov 1, 2012 8:49 PM
19	I appreciate the fact that the Marine Corps is concerned enough with this issue that a survey has been sent out. However, I am reluctant to believe that even if 100% of those surveyed said they did not agree with the repeal of DADT it would not matter or change anything. This is a political issue, and no politician is going to move to reverse this at the risk of losing their office. The military was the last institution to not recognize the homosexual community. That is gone, and I do not think there is anyway to reverse that. Additionally I do not think what I am saying is hate speech. Homosexuality has never been proven as someting someone was born with. The Human Genome project never found the "Gay" gene. Therefore being a homosexual is a choice. I chose to serve in the military, and partly to get away from some of the things in society I did not agree with. I am not considering getting out early because of the repeal of DADT but if I were joining today I might have second thoughts. That being said I think myself as well as the majority of Marines are good officers and SNCOs/NCOs and will follow the orders and policies of those appointed above them.	Nov 1, 2012 6:57 PM
20	I did not notice any change from before the repeal to after the repeal in my unit. It was a non issue for all of my Marines. There were already homosexuals serving in the unit and just about everyone knew who they were. No one cared as long as they carried their weight and did their job.	Nov 1, 2012 2:38 PM
21	I believe homosexuality to be an intrinsic property, in that a person does not choose to be homosexual any more than they choose to be heterosexual. Though I find homosexuality personally distasteful on a visceral level, from a rights-based perspective, it seems difficult to argue for a discriminatory policy. That homosexuals SHOULD be afforded equal rights cannot, I believe, truly be up for debate. We cannot willfully deny rights to American citizens on the basis of who they are: this is a fundamental precept of our way of life. Where the issue becomes complex in the military is the nature of the prevailing attitudes nation-wide regarding homosexuality. The military is not a society apart from American writ-large, and many values held by individuals in the service are "imported" from the civil sector from which the servicemembers come. I see unit cohesion difficulties arising from these latent prejudices, and not from military policy. In particular, same-sex berthing with homosexuals and heterosexuals could cause problems, and despite the lifting of DADT, will likely still encourage homosexuals to keep their sexual orientation quiet or hidden.	Nov 1, 2012 12:04 PM
22	This survey has some flaws. There should be an option to list "I don't know" for a lot of these questions. Some of these were two part questions that like "Homosexual orientation is learned through society interaction and can be	Nov 1, 2012 11:55 AM

Page 2, Q1. Please feel free to share any comments below.

	changed by will." I believe that individuals are influenced by society and surroundings, but they may not be able to change at will. Those are different questions, but only one response was allowed. I don't personally like homosexuality, but I am a professional and will execute the mission under the conditions dictated by the Marine Corps without my personal beliefs altering my conduct or performance.	
23	Marines (especially junior Marines) may gang up on a homosexual Marine, which can lead to an array of conduct issues. Combat arms Marines may not feel comfortable being in a fighting hole with a homosexual Marine. If they are expected to have a homosexual Marine as a roommate (that may look at them in a sexual manner) then we should also allow a co-ed rooms. It would be the same concept.	Nov 1, 2012 11:26 AM
24	The more significant issue is gender and physical capability not Homosexuality.	Nov 1, 2012 10:22 AM
25	Semper Fi - think about it	Nov 1, 2012 9:49 AM
26	I believe allowing homosexuals to serve openly in the Marine Corps will only serve to allow a greater number of equally qualified Americans to serve their country. I time, those who discriminate against homosexuals will be viewed with the same disdain as those who discriminate on the basis of race.	Nov 1, 2012 9:42 AM
27	The questions as they are worded can cause misleading answers when they do not specify openly gay service members vs. ones who are gay but keep it to themselves. I don't go around telling people I am heterosexual and don't think homosexuals should either.	Nov 1, 2012 9:39 AM
28	DADT conforms to societies unfortunate, sad and complete loss of values theme that which is a slow acceptance of Homosexuality...it is 100% wrong! The military is a unique and special fighting force, and highly respected around the world but now that we are being influenced by societies shifting and diminishing values we will eventually lose our status around the world as greatly admired, and feared.	Nov 1, 2012 9:39 AM
29	The repeal of DADT was an effort by the Osama administration to lobby for more votes in the 2012 election - nothing more. The problem is that we, on the tip of the spear, are the ones left to deal with the repercussions. As it stands, a hetero is the one who has to walk on eggshells for fear of offending someone just b/c a politician made a campaign move at our expense.	Nov 1, 2012 9:23 AM
30	We have plenty of sexual misconduct between heterosexual personnel in the Marine Corps. As a commander I had a significant amount heterosexual misconduct including DV, rape, adultery, etc. Allowing homosexuals to serve openly is not going to significantly increase that misconduct beyond what we already have to deal with. If anything, the homosexuals in my command have been (and still are) more circumspect and professional about keeping their sexual exploits private than the heterosexuals in my command who feel the need to brag about their latest conquest.	Nov 1, 2012 9:17 AM
31	I don't care about someone's orientation. I care about how well they perform their job and act while on duty/off duty. And by act I mean are they productive members of society not who they sleep with.	Nov 1, 2012 9:15 AM

Page 2, Q1. Please feel free to share any comments below.

32 I don't have any additional comments.

Oct 31, 2012 8:03 PM

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